



## BASIS PROMPT TO THE RESCUE OF FUMIGATORS

BASIS TO RETROSPECTIVELY ACCREDIT THE BPCA FUMIGATION DIPLOMA

- PPC LIVE 2016 SEMINAR GUIDE AND FLOOR PLAN
- SHOOTING: BIRD CONTROL PART ONE
- THE NEVER ENDING FIGHT TO KEEP OUR ANTICOAGULANT RODENTICIDES CONTINUES...
- PEST CONTROLLERS ALERTED TO END OF ROUTINE PERMANENT RAT BAITING AROUND RURAL BUILDINGS

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**News, articles, letters and editorial are always welcome!**

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Contact the editor on the above address for rates and specifications. In order to meet print deadlines, all space bookings must be made eight weeks in advance and artwork received no later than four weeks prior to publication date.

**Design & production by**

Albatross Marketing

**Printed by**

Duffield Printers, 421 Kirkstall Road  
Leeds, West Yorkshire LS4 2HA.

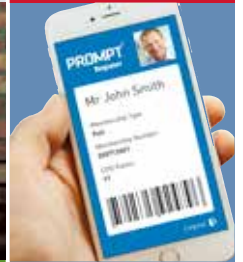
Pest Control News is printed by Duffield Printers of Leeds. Back in 1998 Duffield was the first SME in the country to achieve Environmental Accreditation and Pest Control News is proud to further this environmentally conscious approach to printing

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# National Pest Advisory Panel (NPAP)



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## GOING FROM STRENGTH TO STRENGTH

It has been announced that Dave Oldbury has stepped down as Secretary of the National Pest Advisory Panel (NPAP) and appointed as his replacement is to be Paul Charlson from West Lancashire Borough Council. Paul brings a wealth of knowledge and experience to the role in order to support the Panel in its wide ranging future projects. Dave remains a member of the Panel and was thanked for his unstinting service since its inception.

Joining the panel is new member Lynnette Crossley from Manchester Port Health. Lynnette is an EHO, working as Secretary for The Environmental Health and Hygiene Committee and the Operational Committee of APHA (Animal & Plant Health Agency). With Lynnette's expertise joining the Panel, future projects are planned to communicate the surveillance of vectors within ports and potential infestations.

Adam Hawley, Chairman of NPTA, was welcomed on to the panel and will represent the NPTA. Speaking to Adam following the meeting he said,

"I thoroughly enjoyed the meeting and all members of the panel made me feel very welcome, I know the NPTA can make a valuable contribution to the voice of the panel."

NPAP also welcomed on to the panel Graham Jukes representing the CIEH, bringing with him a strategic focus on how the panel can enhance its engagement with stakeholders. He is also working with Public Health England and will help the panel go from 'strength to strength' in reaching Government bodies when we need to.

The panel now has members from CIEH, NPTA, BPCA, Natural England, APHA (Animal & Plant Health Agency), MPH (Manchester Port Health), Public Health England, Local Authorities, PCO companies, Killgerm Group, University of Surrey and 6 leading industry consultants including a CRRU representative.



DAVE OLDBURY



GRAHAM JUKES



ADAM HAWLEY

## Killgerm run the first BASIS / Killgerm Principles of Rodent Control course

Killgerm are delighted to announce the successful running of the first 'Killgerm Principles of Rodent Control' course through BASIS Registration, which has resulted in approved certification in line with UK Rodenticide Stewardship Regime requirements. Robin Moss, the Head of Technical Services for Killgerm Chemicals said, "My BASIS registered and approved training staff developed this course based on the pre-existing Killgerm Principles of Rodent Control, which is approved with grandfathered status from 2004 – 2015 under the UK Rodenticide Stewardship Regime. With an eye to the future, we updated the content to take into account developments in stewardship and really focus in on the safe and effective use of rodenticides, alongside key issues such as the 'risk hierarchy' and environmental impacts of rodenticides.

"We also worked very hard with BASIS to make sure that rodenticide users in the public health pest control sector have access to this option, as stewardship approved and appropriate certification via an approved Awarding Organisation, with an examination that is fit for purpose."

Robin was particularly keen to point out the support of Killgerm staff to the industry, regarding the UK Rodenticide Stewardship Regime, "Killgerm are extremely well-placed to have developed this certification option in conjunction with BASIS, as our support to the industry regarding stewardship has been significant."

When questioned further about the Killgerm Principles of Rodent



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Control, Robin said, "This is more than just training, the fee includes an online BASIS examination and a free resit (should it be required), so candidates are getting really good value for money.

"We are already looking beyond the demands of certification. The next challenge is to deliver on Continuing Professional Development, which is part of the responsible use of rodenticides. With this in mind, candidates who complete this certification receive an initial period of BASIS associate membership in the rodent category, included in the cost of the course.

"We are helping pest controllers to enjoy a long and successful career in the professional industry, rather than just providing certification."



# GOVERNMENT CUTS AND THE EFFECT ON PEST CONTROL

The increase in rat activity in Liverpool was featured by the BBC 1 Regional programme "Inside Out North West" which was screened on Monday 8th February 2016 at 7.30pm.

The programme focused on the impact that cuts in local authority spending are having in Liverpool. Statistics provided to the BBC by Liverpool City Council showed a

marked increase in reported rat activity from 5,374 cases in 2013 to 7,001 in 2014 rising to 7,181 in 2015.

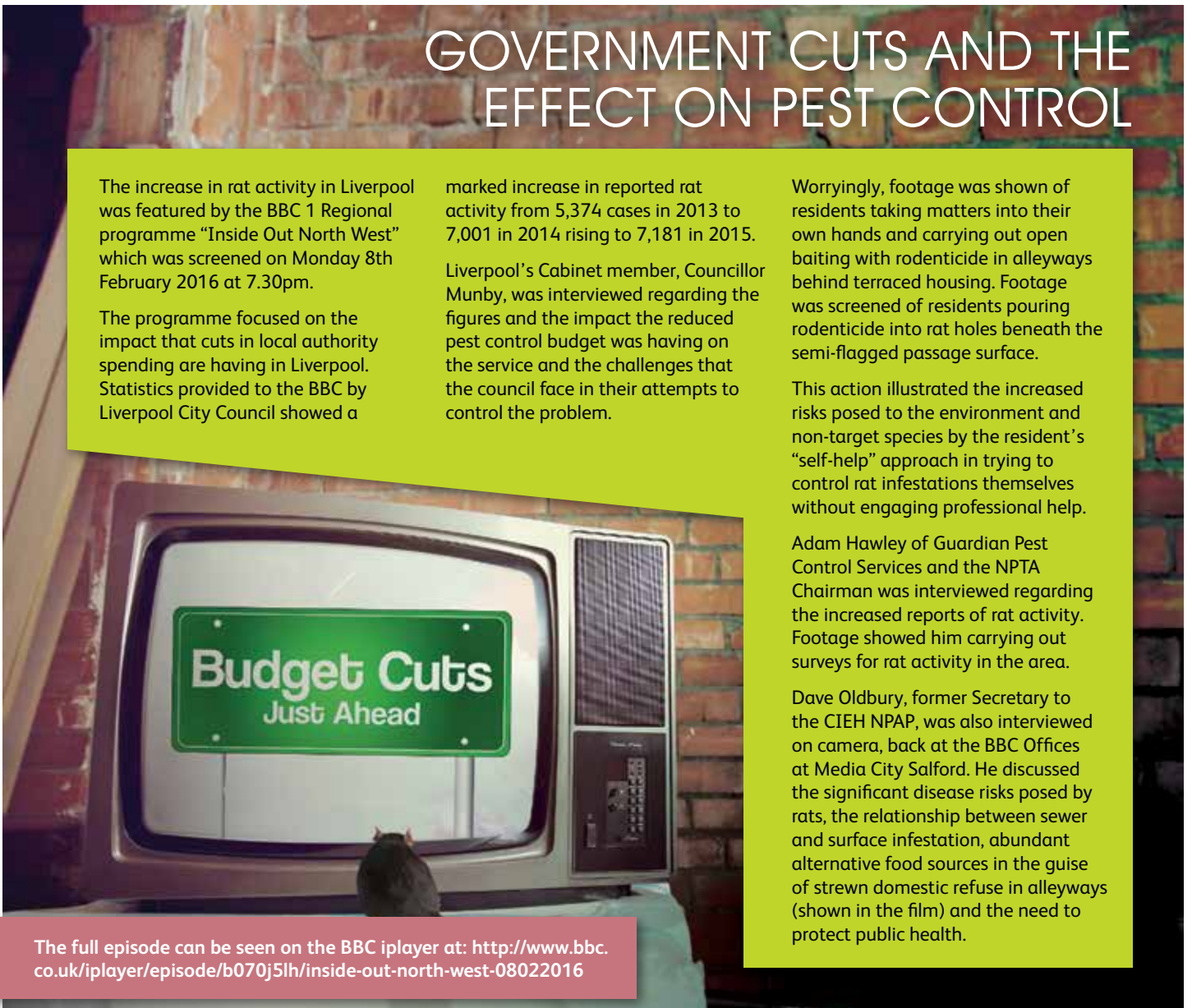
Liverpool's Cabinet member, Councillor Munby, was interviewed regarding the figures and the impact the reduced pest control budget was having on the service and the challenges that the council face in their attempts to control the problem.

Worryingly, footage was shown of residents taking matters into their own hands and carrying out open baiting with rodenticide in alleyways behind terraced housing. Footage was screened of residents pouring rodenticide into rat holes beneath the semi-flagged passage surface.

This action illustrated the increased risks posed to the environment and non-target species by the resident's "self-help" approach in trying to control rat infestations themselves without engaging professional help.

Adam Hawley of Guardian Pest Control Services and the NPTA Chairman was interviewed regarding the increased reports of rat activity. Footage showed him carrying out surveys for rat activity in the area.

Dave Oldbury, former Secretary to the CIEH NPAP, was also interviewed on camera, back at the BBC Offices at Media City Salford. He discussed the significant disease risks posed by rats, the relationship between sewer and surface infestation, abundant alternative food sources in the guise of strewn domestic refuse in alleyways (shown in the film) and the need to protect public health.



The full episode can be seen on the BBC iplayer at: <http://www.bbc.co.uk/iplayer/episode/b070j5lh/inside-out-north-west-08022016>

## NATIONAL PEST MANAGEMENT ASSOCIATION APPOINTS DOMINIQUE STUMPF AS CHIEF EXECUTIVE OFFICER

The National Pest Management Association (NPMA) Board of Directors announced the appointment of Dominique Stumpf, current Chief Operating Officer to the position of Chief Executive Officer.

NPMA President Russ Ives made the announcement immediately following the ratification by the NPMA Board of Directors. Highlighting Stumpf's impressive career and years of experience with the association, Ives stated, "The NPMA Executive Committee and Succession Planning Committee began working on this in August 2013. This process allowed us to focus on what we needed in a CEO to continue to meet NPMA's objectives and strategies for future growth and continued success. Stumpf's 19 year track record speaks for itself as a proven, results-oriented leader with a passion for our industry.

We unanimously agreed that there is no better or more qualified candidate to take the reins and work cohesively with NPMA staff and industry members alike."

Stumpf said, "I'm extremely honoured to have this opportunity to continue to serve the pest management industry in a broadened capacity. I'm confident that the association's growth, financial health and mission will continue as strong today as ever before under the guidance of our board and in the capable hands of the existing staff."



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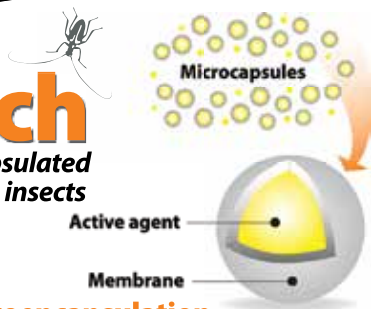
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# NEW BACKER BRINGS CRRU UK ROSTER TO 15

The Campaign for Responsible Rodenticide Use (CRRU) UK has a new 15th member company, contributing financially and providing the resources and expertise of its staff to assist the operation of CRRU and implementation of the UK Rodenticide Stewardship Regime.

Babolna Bio Ltd of Budapest, Hungary, holds a number of product authorisations in the UK. As a member of CRRU, the company becomes an officially recognised participant in the Stewardship Regime.

On CRRU's implementation taskforce for the regime, Babolna Bio is represented by head of development and regulatory, Janos Szilagyi. In combination with long standing commitments from existing sponsors, their arrival is timely to support the successful implementation of stewardship, according to CRRU chairman Dr. Alan Buckle.

"Clearly, an additional source of funding for CRRU UK is most welcome to help cover what is a major and annually recurring investment in stewardship by rodenticide manufacturers and distributors" he says. "Furthermore, Babolna will provide expertise and insight to help maximise the regime's impetus, effectiveness and, ultimately, its success."

## PEST CONTROLLERS ALERTED TO END OF ROUTINE PERMANENT RAT BAITING AROUND RURAL BUILDINGS

Except as a justifiable last resort against clear long-term threats to human or animal health, the UK Rodenticide Stewardship Regime now rules out permanent rodenticide baiting around the outside of rural buildings.

There is substantial evidence of rodenticide contamination in UK wildlife due to non-target species such as field mice and voles feeding from permanent bait stations, according to chairman of the Campaign for Responsible Rodenticide Use (CRRU), Dr Alan Buckle. CRRU is responsible for the stewardship regime's implementation in farming, gamekeeping and professional pest control.

"Some of the most highly contaminated birds of prey – barn owls and kestrels, for example – feed almost exclusively on wild small mammals, not rats," he explains. "The availability of tamper-resistant bait boxes can give a false impression that it is acceptable for rodenticide baits to be put out permanently.

"The bait stations themselves, of course, are not the problem so much as what they contain. Indeed, a good reason for established baiting points is to overcome a natural aversion in rats to new objects in their home territory."

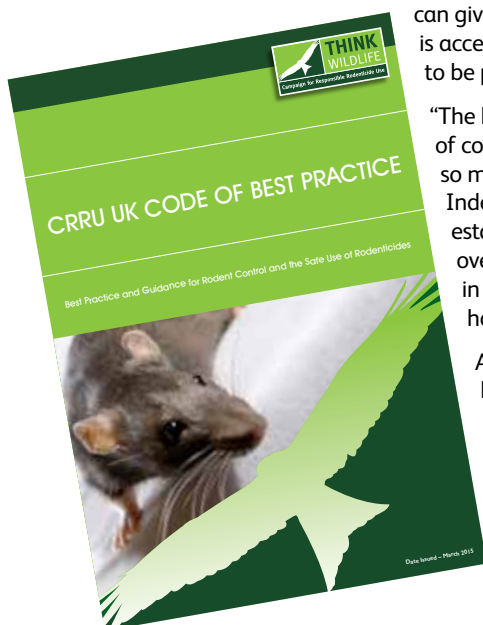
A planned control strategy based on the regime's Code of Best Practice does allow non-toxic material in permanent bait boxes as an early warning system for new rat activity.

To be effective, Dr Buckle points out that this demands sufficiently regular inspection, not necessarily possible under some economy pest control contracts. If non-toxic bait is being taken, and an inspection for droppings rules out mice, voles or other non-targets, he says it can be replaced temporarily with rodenticide bait, in conjunction with chemical-free methods such as trapping, terriers and nocturnal shooting, for example, depending on the severity of infestation.

The Code of Best Practice specifies a planned approach using a combination of methods, starting with those at lowest risk of adverse consequence. In particular, these include actions to make rural sites as inhospitable to rats as possible: clearing rubbish, denying access to food and water sources, controlling vegetation around buildings and installing concrete or bare ground perimeters, and involving all members of a client's staff in the control plan.



*Wood mice, killed by routine permanent rat baiting around rural buildings. Poisoned wood mice are a source of anticoagulant rodenticide contamination in birds or prey such as barn owls.*



# BASIS PROMPT APPOINTS A NEW CHAIRMAN... OR SHOULD WE SAY CHAIRWOMAN?



**THE new chairman of BASIS PROMPT has revealed plans to boost the profile of the initiative as part of a push for significant growth.**

Sabra Everett wants to see the professional register play an increasingly influential role within the pest control industry.

And she's keen to ensure the future of the organisation is led by members themselves.

Ms Everett, Marketing Director at Killgerm and Vice Chairman of the National Pest Technicians Association (NPTA), has taken over the lead role at PROMPT from retiring Chairman David Oldbury.

She has already instigated a strategic review and promises to lead from the front to ensure the successful evolution of the register, which provides independent proof that pest controllers have received proper training and continued to update their expertise.

Ms Everett said, "As the leading vehicle for Continuing Professional Development (CPD), PROMPT is a key initiative which has been growing year on year.

"Membership alone is a demonstration of professional credentials and the fact that well over 3,000 are now signed up illustrates its growing value.

"But, as incoming chairman, I want to see the register go from strength to strength, expand its role and extend its influence within the pest control sector.

"I'd like to raise the profile of the organisation, drive home the importance of investing in CPD and ensure it has a pivotal role in keeping professional controllers at the forefront of our industry."

Members of PROMPT can claim to be experts in the field as they must have achieved at least Level Two in Pest Management or Pest Control to be eligible.

Technicians and managers must then accrue at least 20 CPD points each year which means they'll always be aware of the most up-to-date techniques, products and legal obligations.

As proof of professional credentials, the scheme has significant benefits for both pest control companies and their clients, whether they're commercial customers, local authorities or the general public.

A new chief executive of PROMPT is due to be appointed in April, but Ms Everett is keen to put members themselves in the driving seat and the launch of a membership survey signals the start of the fresh approach.

She added, "We're already reviewing our strategies and exploring digital avenues. We've revised and relaunched our website and there are likely to be several further developments in the coming months.

"But strong feedback from our members will help us to move forward in the right direction.

"We exist for their benefit, so we should do all we can to deliver a powerful and practical service that's very much focused on the needs of its customers.

"The survey will give them the chance to tell us what we're doing well, where we can improve and what more they'd like to see.

"By giving members a voice, and then listening to it, we can ensure we're delivering precisely what they want from us."

Ms Everett was the unanimous choice of the PROMPT committee to replace Mr Oldbury, who is stepping down after three years in the role.

She added, "David has done a fantastic job in overseeing the development of the initiative to date and I'm hoping to tap into his knowledge and experience as we move forward.

"I'd like to see PROMPT become a louder independent voice on major industry issues including changes to legislation and David will be a key part of that.

"I also want to raise awareness of the register to domestic customers, though I think controllers themselves can help push home the message of professionalism.

"It's important that PROMPT continues to lead the way for pest controllers and, if we can broaden and enhance its role, I'm sure there's a bright future ahead."

Mr Oldbury, who is stepping down due to family reasons, said, "Sabra has a wealth of experience and expertise within pest management.

"I'm confident she'll guide the register successfully, reflecting the needs of the membership and the industry as a whole with a range of innovative initiatives during her tenure."

Membership of PROMPT has already grown by almost 10 per cent since 2014 and figures produced at the start of the year revealed a total of 3,249 are now signed up.

Stephen Jacob, acting chief executive of the organisation, hopes the total will receive a further boost at PPC Live.

He said, "We often attend major events and exhibitions like this as we're keen to stay in touch with existing members and hopefully attract new ones.

"I would urge anyone connected with the pest management industry to visit our stall, find out what we're all about and how membership of PROMPT can help their business."



## DIGITAL ID CARD BOOST FOR BASIS PROMPT MEMBERS

A NEW mobile app developed by professional register BASIS PROMPT is set to revolutionise key aspects of training and event management within the pest control industry.

The facility acts as a digital ID card which will make it quick and easy for members to register at events, log participation in training activities and collect CPD points.

It will also enable event organisers to cut down on mountains of paperwork.

The free facility, which can be downloaded to smartphones, will be launched at PPC Live on March 16.

Stephen Jacob, acting chief executive of BASIS PROMPT, said, "The app will be a personalised, digital version of our conventional ID card and will create significant benefits for many people.

"Our members will no longer have to remember their number or take along their card to events as the app will carry that information on a unique barcode.

"They will simply have their phone scanned at the event and be on their way. BASIS PROMPT will do the rest.

"Their CPD points will be registered automatically and the running total will be updated, so they'll be able to see at a glance where they're up to in real time."

The launch of the facility is good news for both event organisers and training bodies too, according to Mr Jacob.

He added, "It will save a lot of time and effort as they'll be able to register attendance much quicker and easier than ever before.

"Scanned information can be sent directly to their head office, which will enable them to cut down on the number of staff needed to process the information and the amount of paperwork involved."

Mr Jacob says the app, which can be used on Apple or Android phones, signals the first step in providing more electronic support to pest controllers focused on training and development.

"We now have more than 3,200 members signed up to the register and we want to develop the facility to create even more benefits for them in future.

"We want it to provide a notification of upcoming activities electronically and send out reminders of important dates in the diary."

Staff from BASIS PROMPT will be on hand to explain the benefits of the new app and provide demonstrations of how it works at PPC Live at the East of England Showground in Peterborough on Wednesday, March 16.



## BASIS PROMPT TO THE RESCUE OF FUMIGATORS

Regulatory requirements for the use of professional plant protection products require users to hold a specified certificate (demonstrating sufficient knowledge of safe and sustainable use) issued by an officially designated awarding body.

The BPCA Fumigation Diploma has been accepted for many years as the only viable qualification for invertebrate fumigation and was currently held by all practicing fumigators in the UK. However, the BPCA fumigation qualification was a certificate issued by the trade association for the sector, and not by an officially designated awarding body. Therefore after 26th November 2015 it was not deemed to be a specified certificate.

Following a meeting that BASIS had with CRD, it was agreed that BASIS would retrospectively accredit the BPCA Fumigation Diploma post 26<sup>th</sup> November 2015. BASIS will have a significant involvement in ensuring companies that provide dedicated fumigation services are able to continue to offer those services in the interim until satisfactory re-qualification of their technicians.

After assessing the BPCA Diploma and mapping it to the newly developed Level 3 certificate BASIS adopted the BPCA qualification as part of their training suite. As BASIS are an officially designating awarding body operators who hold the BPCA diploma and relevant modules were able to continue fumigating under plant protection requirements after the 26<sup>th</sup> of November 2015.

Best estimates from surveying several companies involved in fumigation tell us that tonnage of commodities fumigated under PPP approval over the last 12 months is approximately 17,000,000 tonnes and taking the average value per tonne over all of the commodities and multiplying it by the amount fumigated gives a figure of £2,132,000,000.

Although the fumigation industry is relatively small it provides a very important role in supporting the grain trade and other industries handling commodities for import, export and sale into the food, feed and beverage industries.

Stephen Jacobs, acting BASIS CEO, said, "The fumigation industry approached awarding bodies (LANTRA, City & Guilds & RSPH) to retrospectively accredit the BPCA Diploma, but they were unable to offer this support; perhaps misunderstanding the consequential impact following the loss of the only formerly recognised important qualification.

"A strategy for re-assessing fumigators was agreed which will include an element of CPD. Newly qualified individuals will be required to join the BASIS PROMPT Register on the already established fumigation category. With BASIS' contribution, CRD's lawyers' pragmatism and the support of Harper Adams University who provide our accreditation, we have prevented the failure to be able to provide a fumigation service of commodities that are often carried out as a condition of export and which would have had a significant impact on trade and the UK's global reputation as an exporter."



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# THE NEVER ENDING FIGHT TO KEEP OUR ANTICOAGULANT RODENTICIDES CONTINUES...

## Justification for the Renewal of the Approvals for Anticoagulant Rodenticides (AVKs)

The European Chemicals Agency, ECHA are currently running a public consultation concerning the 8 Anticoagulant (AVK) Rodenticide active substances, all of which have been identified as "Candidates for Substitution" as a result of their evaluation as part of the Biocidal Products Regulation 528/2012. The concerning 8 AVKs are as follows: brodifacoum, bromadiolone, chlorophacinone, coumatetralyl, difenacoum, difethialone, flocoumafen and warfarin.

Although these active substances have been identified as Candidates for Substitution, they remain the most effective substances to the delivery of effective rodent control, and therefore essential in the protection of both public health and animal health. Based on the most recent report ([Risk Mitigation Measures for Anticoagulant Rodenticides as Biocidal Products \(RMM\) https://circabc.europa.eu/w/browse/d66ad096-37a1-4903-a3e0-24607ca3f3ea](https://circabc.europa.eu/w/browse/d66ad096-37a1-4903-a3e0-24607ca3f3ea)) from independent experts, commissioned by DG Environment, there appears to be a complete lack of viable and effective alternatives which could realistically substitute for the use of all these AVK Rodenticide active substances.

The comprehensive RMM report has been published with the aim of identifying the best practice available and where possible to define a harmonised strategy at EU level which will contribute to the responsible and sustainable use of anticoagulant rodenticides, reducing the risks posed to human health, animal health and the environment by these products.



The independent RMM report identifies the features of an ideal rodenticide and then concludes that it would be difficult to find a rodenticide that can meet more of these features than the anticoagulant rodenticides currently available and also that alternatives to AVKs are limited today.

Although there are a number of alternative chemical rodenticides approved under the BPR, it seems none offer the utility and efficacy provided by the AVKs. The RMM report described each alternative chemical rodenticide including their limitations.

The report suggested that as a result of these limitations, the vast majority of rodent control operations in the EU are conducted using anticoagulant rodenticides. The anticoagulants are widely used because they are generally efficacious, practical in use and, in comparison with the acute rodenticides that preceded them, have valuable safety characteristics.

The report also considered some alternative techniques to anticoagulant rodenticides for the management of rodent infestations, although none of these were considered to be as cost-effective and efficient as the use of an efficacious rodenticide. The alternatives fell in to two categories: killing rodents and restricting either their population size (habitat modification) or access of populations to vulnerable areas (repellents and proofing/exclusion). The techniques were described as useful complementary techniques to the use of anticoagulant rodenticides for controlling rodents but were not considered to be replacements for them.

In response to the Public Consultation, since it was announced in late December the CEFIC Rodenticides Working Group (RWG) has developed a position paper supporting the renewal of the approvals for these essential rodenticides. RWG Member companies have also been working with key stakeholders across the European Union, encouraging them to support the renewals.

All submissions will be taken into consideration and to find out more information on the consultation go to:

<http://echa.europa.eu/addressing-chemicals-of-concern/biocidal-products-regulation/public-consultation-on-potential-candidates-for-substitution>

The deadline for providing information to the public consultation was 15th February 2016.



# ANTICOAGULANT RODENTICIDES **'TOXIC TO REPRODUCTION'**

*Just as the industry is rising admirably to meet the challenges associated with the implementation of the UK Rodenticide Stewardship Regime, something else comes along to test us...*

The first reaction when one hears about the move to classify anticoagulant rodenticides as 'toxic to reproduction' is that of despair and frustration. However, once we pick through the facts we realise that this new challenge is not insurmountable. In fact, rodenticide manufacturers have seen this coming and plans are in place.

## BACKGROUND

The harmonised classifications of nine anticoagulant rodenticides are under review and this means that they are likely to become classed as 'toxic to reproduction' which is not good news. Who would want a product classed as 'toxic to reproduction' applied in their home or place of work? The rodenticide active ingredients considered in the review are brodifacoum, bromadiolone, chlorophacinone, coumatetralyl, difenacoum, difethialone, flocoumafen, warfarin and warfarin salt.

## IMPORTANT DATES

A vote by member states regarding the proposed changes is expected in February 2016, so the final decision to classify anticoagulant rodenticides as 'toxic to reproduction' may already have been made by the time you come to read this article. It is expected that the new classification will become mandatory from January / February 2018. The implications are significant. Once the 'toxic to reproduction' classification is confirmed, *approval for the amateur use of such products will be withdrawn* (in their current form). However, as the UK is in the EU, we have been given longer to make the changes to rodenticides that will be needed to keep products from being classed as 'toxic to reproduction' namely a reduction in the concentration of the active ingredient. The mandatory compliance date has been delayed to 30<sup>th</sup> June 2018.

## PROPOSALS

The proposals reflect the opinion of ECHA's (European Chemicals Agency) independent Risk Assessment Committee (RAC) of all the available relevant scientific information. At least there is *some science* behind this.

It is possible that ECHA will introduce a Specific Concentration Limit (SCL) of 30 parts per million for anticoagulant rodenticide baits. This means that anticoagulant rodenticide products exceeding 0.003 % in concentration would not be approved for amateur use and could only be used by professionals. Although the removal of amateur use sounds like good news for professionals, it really isn't because 'professional only' baits will still have their own issues. Those that exceed 0.003 % concentration of active ingredient would still be labelled as 'toxic to reproduction' which will significantly curtail their use anyway. How many of your customers would want a product labelled as 'toxic to reproduction' to be applied in their premises and how could a professional user of rodenticides possibly justify this where people are present?

## A SOLUTION?

The solution is to produce anticoagulant rodenticide baits that are 0.003 % or lower in concentration – these will not be labelled as 'toxic to reproduction'. Of course, reducing the concentration of active ingredient will impact on effectiveness. First generation anticoagulant rodenticide (FGAR) baits reduced to 0.003 % or below in concentration will not be effective at all – they are already at 250 to 500 parts per million (0.025 % to 0.05 %). Without availability of effective FGARs, our options when operating under the 'risk hierarchy' (as laid out in the CRRU CoBP) are limited.

On a positive note, a range of difethialone-based rodenticide baits are already being used successfully 'in and around buildings' for rodent control and their concentration of active ingredient is 0.0025 % (already below the 0.003 % level!), which means that they would not be classed as 'toxic to reproduction'. So, we already have a usable option. At least the efficacy of single-feed rodenticides will remain at an acceptable level, even at reduced concentration, although we may end up calling them multi-feed. Less straightforward will be the impact on the efficacy of multi-feed anticoagulants such as difenacoum and bromadiolone, due to existing resistance problems in certain rodent populations.

Well, non-chemical techniques, non-anticoagulant products and integrated rodent management strategies will no doubt become even more important in the future.



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# MAKING THE MOST OUT OF SOCIAL MEDIA WITH ZERO MARKETING BUDGET

When people hear the words marketing or branding, they instantly hear pound signs ringing in their ears and their profits being flushed down the drain. However, low cost marketing is just one click away, which can be easily factored into your day-to-day work.



Utilising social media as part of your marketing activity can be a cost effective and rewarding way to reach out to your customers. What you save in costs you need to invest in time, although if you're smart with your time you can make social media work for you; planning is essential. Social media can work wonders for your business but consistency is key and maintaining your frequency of posts, as this will keep your engagement levels up and your followers entertained.

#### Why should I use social media?

When social media was in its infancy, many people didn't see the need for it to promote their business. Fast forward to now and social media is at the top of any marketer's list. One benefit of using social media is that it allows you to build your brand and set yourself apart from your competitors. The biggest plus point for using social media is that it's a great platform to drive traffic to your website. Successful activity will improve the amount of traffic referrals to your website. It's important to know that search engines such as Google now look at social media to determine your website's authority and ranking.

#### What am I going to post?

This is the most frequently asked question in relation to social media. Share your knowledge, your training, your work and your reviews. Online reviews are vital and platforms like Facebook allow your customers to leave testimonials. By encouraging customers to leave feedback this will establish your credibility and help you establish a name for your business. If you're a localised business why not share regional news stories that might be of interest, such as flooding. What you share doesn't always have to be about pest control.

#### Should I share stories about horrific infestations?

Ask yourself, is this really what your customer wants to see? Posting before and after photos are a great way to illustrate a success story and give your customers confidence in your ability to deal with a pest problem. Remember, your customers want to see these pests disappear.

#### I'm running dry on content and posts!

With all this increased posting you might be thinking where am I going to get more content from? You can use a free service called Google Alerts which sends emails direct to your account when a news article is posted online. All you need to do is spend some time and think about what keywords you want Google to send you alerts about. Keywords you might consider are pest, insect, and public health. Show off your knowledge and provide opinions on news articles in the press.

#### How creative shall I be?

Images and videos can really boost your engagement levels. We all know a picture can paint a thousand words. If you hunt online you can find some free online support tools to help you out.

Stock images can cost you the earth but free online resources, such as Pixabay, allow you access to thousands of images which are free to use. Just make sure that you read the small print.

If you want to stretch your creativity further try taking your own photographs. There are free online image editors such as Canva. You can use these editors to enhance photos and add text to really give your images some punch! There are also many tutorials on YouTube to help you take the perfect photograph using your smart phone.



### Why won't people engage with me?

Engagement basically means that someone has commented, liked or clicked on one of your posts. This is a positive measure that you should be striving for. You need to think about whom your target audience is and who is your typical customer. Your communication levels need to reflect who you are talking to. Don't forget, not everyone is a professional pest controller. As you build on your engagement levels and followers you can access more data about who is connecting with you.

### Monitoring

Many social media platforms allow you access to data about gender, age, location and much more. Use this to your advantage as this will help you target your key demographics. On Facebook this is called "Insights". When you click on this tab you can see which of your posts reached the most people and which created the most engagement.

The most important thing is to get started, but start small and don't overwhelm yourself. It's unlikely to be an overnight sensation; it will take time to establish your company online. Try not to focus on the numbers of likes and followers; what you need to do is keep an eye on your engagement levels as these are the people who are interested in what you're saying. You can have a million followers but if none of them are engaging with you, then what's the point? Be realistic in your reach, growth and engagement.

**t:** @pestcontrolnews

**f:** facebook/pestcontrolnews

### I don't have the time.

This is a very common problem, usually in smaller businesses. Social media is a 24/7, 365 day kind of deal; it never sleeps. This doesn't mean that you have to keep an eye on it at all times. There are plenty of online social media management tools, like Hootsuite, which can help you manage your accounts from one platform. Many of these tools allow you to have free accounts up to a certain number of linked profiles, such as Facebook, LinkedIn and Twitter. They allow you to schedule posts, on all social media platforms, all at the same time and see who's interacting with your profiles online. Essentially you could plan and schedule posts for a whole week in a matter of minutes.

It may take a few attempts of mastering this art but once you have cracked the skill, social media should take you no time at all.

Just remember you're not busting the bank and damaging your profit margins by injecting large sums of money, it's managing it into your time. Then over the months you'll begin to reap the rewards.



# KNOW YOUR ENEMY

## SLUGS AND SNAILS



First things first, the use of molluscicide products to control slugs and snails is outside the remit of the professional public health pest controller. However, this isn't to say that slugs and snails are not a problem for us. They are probably one of the most irritating things that we come across when applying rodenticide bait externally. Slug and snail feeding damage to rodenticides can be significant and costly. Sometimes, bait points can be almost entirely consumed in a short space of time by these rather annoying creatures. It isn't just the cost of the eaten or unusable bait that upsets us. It is the fact that in some cases the period of a rat control programme will be prolonged due to a lack of sufficient bait points. How frustrating!

### Slug and snail biology

*Cepaea nemoralis* is a common 'problem snail' in pest control, referred to by various names, including the Grove snail / brown-lipped snail / banded snail. This species does turn up frequently in external bait stations, consuming rodenticide and interrupting our best laid plans. We may as well learn a little bit of something about this snail. It's a common species unfortunately for us and this land snail is found in woods, hedges, chalk downs and a variety of other habitats, with rodenticide bait boxes being included in that list. Is there anywhere in the UK that we can avoid this species? It is widespread but it doesn't get as far as northern Scotland.

*Arion ater* is the slug species usually found consuming rodenticide bait laid in external bait stations. Its common name is straight to the point. It's black, it's a slug, let's call it... the 'black slug'. Slugs are closely related to snails, the main difference being that slugs have a soft shell under their mantle, compared to the hard external shell of snails. Black slugs are the large and unwelcome guests that gardeners curse when they appear on the lawn following a heavy rain shower. They are widespread, common and found in woods and fields.

### Solutions to slug and snail damage to rodenticide baits

There are no suitable solutions, although some pest controllers are experimenting with traps as external monitors for rodent activity. Synthetic monitoring blocks are also available, which offer the promise of resistance to damage by insects, slugs and snails, as well as durability in wet conditions.

Copper wire is placed around plant pots by gardeners, to create a barrier, which protects plants from slug damage. Copper wire has been trialled around the entrance to bait stations in an attempt to protect bait from slug damage but with very little success.

Repellent products based on yucca extract are marketed for use against slugs and snails. Such repellents can be used successfully to repel slugs and snails in the short-term, when there is a low level of individuals in a localised area. However, this technique is of little practical benefit in deterring slugs and snails from entering external bait stations.

Baits presented in sachets and trays can sometimes show a little more durability when used in areas of slug and snail activity. However, if certain bait points are subjected to significant slug and snail damage the only real options are re-location of bait points and burrow-baiting.

### Secondary poisoning risks

It's bad enough that slugs and snails damage rodenticide baits. It's even worse when we realise that they are implicated in secondary contamination of wildlife with anticoagulants. To quote a 2009 paper by Dowding and colleagues, 'predation of contaminated invertebrates is likely to be a major pathway by which hedgehogs are exposed to anticoagulant rodenticides.' Slugs and snails, which are classed as Molluscs, are a major part of the invertebrate diet of hedgehogs. Furthermore, slugs and snails are taken by various species of songbirds.

Still on the topic of contamination of wildlife, a recent finding is that of anticoagulant residues in Sparrowhawks in the UK. Of 42 sparrowhawks submitted to the Predatory Birds Monitoring Scheme for analysis in 2010 – 2012, 93% contained Second Generation Anticoagulant Rodenticides (SGARs). Sparrowhawks mainly catch small birds on the wing, so these prey species must be carrying SGAR residues. Of course, small birds can feed on slugs and snails that have probably been eating rodenticide baits!

**DID YOU KNOW?**

Snails and Slugs are unaffected by rodenticides!





# KNOW YOUR FRIEND

## THE HIBERNATING QUEEN WASP

‘Shhh! Don’t disturb her slumber!’ All around us, queen wasps are quietly hibernating. For the pest controller, each queen wasp represents an opportunity to fulfil the role of protecting public health, as well as being a source of income. Filled with sperm from last year’s mating, she will soon begin to build a nest that can hold many thousands of individuals, with workers whose sting can kill a human susceptible to anaphylactic shock. Other risks to those that are stung include heart attack, blocked airways and subsequent asphyxiation from a sting, plus road traffic accidents caused by bothersome wasps getting into our vehicles... so wasp control certainly is a job that needs doing.

Is this year going to be a good wasp season? ‘Who knows?!’ is the answer. There will be some of us wondering whether a particularly mild winter period will result in a bumper year for wasps. December temperatures in the UK have been untypically warm, with daffodils in bloom in some parts of the UK.

While we cannot predict what kind of wasp season is around the corner, one thing we do know is what queen wasps are up to right now. Not very much on the face of it, tucked away behind tree bark, in cracks and crevices in roof spaces, hidden in garden sheds, hanging by their mandibles from curtains, but be assured that they are quietly biding their time. However, some may have already emerged from their slumber by the time you read this.

### When

Hibernation is not the exact term to use for this period of the queen wasp life cycle, as hibernation strictly applies to mammals only. Overwintering might be a better description. However, hibernation is so widely used and understood that we will continue with this term for now. Many of us probably expect queen wasps to begin hibernation towards the back end of the year, during cooler periods. This is correct in the main, as the fertilised queens of later nesting species (*Vespula* spp) enter hibernation in mid-October. However, the earlier nesting species, such as the tree wasp *Dolichovespula sylvestris*, are entering hibernation as early as August, which is usually one of the hottest months in the UK.

### Where

As we now know something about the timing of hibernation for queen wasps, the next thing to think about is their location, as we don’t really want to disturb them. A selection of recorded locations of overwintering queen wasps are in the table below, some of which are rather inventive. The technical term for hibernation sites is hibernacula.



Hibernating queen of the common wasp *Vespula vulgaris*, found hanging on a curtain in a domestic dwelling. Photo credit: **Professor Moray Anderson**

Species of wasp queen	Recorded hibernation sites (hibernacula)
<i>Vespa crabro</i> (European hornet)	Dry, decayed wood (ash).
	Under bark of conifer stumps that have decayed
<i>Dolichovespula norvegica</i> (Norwegian wasp)	In a gallery made by a beetle larva that had bored within a rotten sweet-chestnut stump
<i>Vespula rufa</i> (red wasp)	Fir tree bark
<i>Vespula vulgaris</i> (common wasp)	Roof spaces
	Thatched roofs
	Sheds
	Outhouses
	Behind picture frames
<i>Vespula germanica</i> (German wasp)	Behind curtains
	Under the bark of trees
	In old wasp nests
	Fallen ash tree
	Bark of felled oak tree

### Identification

Look very closely when you find a hibernating queen wasp. You will notice that they are holding themselves tightly in place by their mandibles, with some support offered by their legs. Their antennae are neatly folded backwards and downwards, with the wings tucked underneath the abdomen (called the ‘gaster’ when referring to Hymenopterans such as wasps). It is a very neat and tidy arrangement. If you look even closer you may see their gaster pulsing slightly, the only discernible sign of life to observers such as ourselves.

### Survival

A number of things can go wrong for a hibernating queen wasp. They are at risk of dying of natural causes throughout the normal hibernation period of six months. Avoiding excessive cold, heat and damp conditions is a start. After that, they are still at risk from entomophagous (insect eating) fungi and predation by birds and mice. One thing to avoid is winter sunshine, too much of this can warm queen wasp hibernacula to a level that stimulates flight. This is of course a waste of valuable energy and precious food reserves of the queen wasp and it is thought that many fail to survive such disturbances. Will the mild winter have caused problems in this way? There is no way of knowing for sure, we will have to wait and see.

### Rise and shine

Once the hibernating queen wasps have managed to survive, we would expect to see them emerging in spring. For the *Vespula* species (common wasp, German wasp) this is often April. Tree wasp queens can emerge approximately a month later, in May. After this, it is fair to say we know what happens next – nest building time!

# Well, rats have to eat.



*Pete Newbrook writes on managing out neophobic reactions in the common rat and answers some questions asked by readers following his article Trial by Rat in issue 104 of this publication.*

Everyone who enters the pest control industry learns certain basic facts. Wasps build nests, fleas jump, bedbugs bite, mice squeak and rats are initially reluctant to go in bait boxes or get caught in traps because of neophobia – right? In the case of neophobia, though, wrong.

#### **It is a known fact, is it not, that rats exhibit neophobia?**

Yes that is true but it doesn't mean that it is something the pest controller must live with and can do nothing about. Let's look at what actually happens out there in the real world when control of rats is attempted, why neophobia is sometimes an issue, and why it need not be.

For whatever genetic make-up and reason, common rats have an inbuilt latent or prominent fear of anything which is new or changes suddenly in their environment. Why that is so, as opposed to mice who do not exhibit this while being so closely related to rats, is not clear and may never be clear. Pest controllers by tradition accept that it is there and have the expectation when laying rodenticide baits, or setting traps, that swift results are unlikely. There is more to it than that. My decades of observing and developing treatment methods enable us, here in Wirral, to manage out neophobic reactions, to the point where they are not an issue at all.

#### **What have I learned over the decades?**

Firstly, that not all rats exhibit neophobia in every situation and on every occasion anyway, and this can apply to individuals or colonies.

Secondly, that while neophobia is undoubtedly within the genes of a rat it is not always the dominant reaction in every situation.

Thirdly, and vitally, it is something the pest controller can bypass if he or she is clever enough.

Let's look at factors which are and are not within our control when attempting rodenticide treatments for rats.

#### **Point one. Rats are omnivorous but have favourite foods.**

These favourites are starch-based seed products and are what rodents sustained themselves on over millions of years of evolution. One of the reasons that rats are such a menace to mankind is because they are quite capable of surviving and thriving happily on diverse food products but you can't alter the fact that almost always they will primarily be interested in starch-based seed / cereal products. I know this because I have run field experiments for long enough to convince me that the theory book is correct on this fact. This is the same theory book which tells us neophobia exists and while that is true, it can be circumnavigated (which the book does not tell you, unlike the first mentioned fact).

#### **Point two. Rats are burrowing creatures by preference.**

Again true though we all know they will nest in areas where burrowing is not possible, examples of which are sewers and loft spaces.

Once you have grasped these two points you are then in a position to shift the balance of power significantly in your favour when starting out on a rat treatment. Here I would like to use the most common scenario of an outdoor treatment, often in a typical garden.

#### **What about neophobic reactions delaying the success of the treatment?**

I will now share my experiences with you on how to avoid neophobic reactions when carrying out the treatment (as we in Wirral have) and therefore complete the job of eradication in two visits based ten days apart, a strategy which has been successful on almost every occasion.

Supposing you attend a typical garden and find evidence of the presence of rats. This could be burrows in soil or under sheds, obvious runs through grass or vegetation, rat holes in compost heaps or compost bins or credible reports of rats feeding from or under bird tables on bread which is a *cereal product* or *starch-based seeds* as the food source. Supposing alternatively there is evidence of rats but no food source?



# ...don't they?

“ **THINK LIKE A RAT  
TO DEFEAT A RAT!** ”

We now divide into two schools of pest controllers. School type one will place a bait box with rodenticide (blocks maybe) in the garden and may or may not *advise* the occupier of the need to eliminate the bird food or remove the human food waste from the compost heap or bin. When the rats are still present some ten days to two weeks later, neophobia is blamed.

School type two will as a prerequisite (in the case of a food source being present) *insist* that the bird food is removed for at least the duration of the treatment, give advice on responsible bird feeding habits thereafter, *insist* on the removal of human food waste from any compost bin or heap and then use the simplest container possible. Such containers could be a circular pipe, tube or a long thin bait box with a circular opening, containing a grain based rodenticide (which is a *starch based seed*), placed at the base of the bird table, or even better hole bait where possible and back-fill.

School type two will also (in the case of evidence of rats but no food source) use his or her skill to place a bait tube in the best and safest place the evidence dictates, such as by a burrow going under a fence leading to another property or in a “run” at the base of a fence or behind a row of conifer trees. In this instance you have no control over the actual source of food but you can supply a very attractive alternative right in the way of the rats as they follow their run, which under these circumstances must include at least three gardens. This leaves you content in the knowledge that you have supplied a food which is at least as attractive as what the rats are eating and quite possibly more so. We are also safe in the knowledge that the rats are not deterred by the rodenticide active ingredient within the grain which will kill them, such is the low concentration.

Don't hide from neophobia, but confront it in such a way that the rats are forced to make choices, whether they like it or not.

## What has this achieved?

Firstly, it has eliminated the secure source of food the rats were eating. Secondly, they have been provided with a food source (bait) which their genetic make-up dictates is liked. Thirdly, it has been delivered in a way that is conducive to a swift take. We all know that a rat eats about 25g per day but will take much more than that from a food source over time. Amounts of bait are very often stored in a *burrow*, which have an entrance hole of about 100mm diameter, strangely enough just like the *end cross section of a pipe-like baiting tube*.

How many times have rats been found nesting and dead or dying in bait tubes? The answer is ‘very many times’.

## Finally, what is the end result?

The substituting of a preferred food source – grain based rodenticide (delivered in an attractive method) – in place of another preferred food source (bird seed) or even better an inferior one (human food waste) has overcome the lesser dominant reaction of neophobia because the greater dominant force here is that rats have to eat don't they? Furthermore, rodent genetic make-up from millions of years of evolution means that starch based food is irresistible to them. It is not just a question of placing bait down and doing nothing else except crossing your fingers. That way you will experience neophobic reactions. It is an intelligent, comprehensive and thorough approach the combination of two or more strategies or co-ordinated actions which defeats the rat.

Look at it from the rat's point of view. You can't experience neophobia unless you are alive to experience it. To stay alive you have to eat. It's the *most* basic instinct they have. Take control to gain control.

## Is that it?

Yes that really is it. We have proved to ourselves here in Wirral that it works, which is the best test of all. Like many things which work, it is simple in nature.

Think like a rat to defeat a rat. Don't become an automaton when practising pest control and remember every resource available to humankind on this planet is limited – except ingenuity.

## Pete Newbrook

*Pete Newbrook is Wirral Council's Pest Control Manager. He has 38 years' experience of the industry including 26 years as a district pest control officer.*

*He sits on the Merseyside and Cheshire Public Health Pest Control Sub Group and is a former chairman of the group.*

# Insect control at waste handling sites



## ENCOURAGEMENT TO RECYCLE.

In recent years there have been a number of initiatives from European parliament encouraging the governments, of different member countries, to recycle waste, compost green waste and use different types of waste as fuel.

The EU has a number of waste management policies which “aim to reduce the environmental and health impacts of waste and improve Europe’s resource efficiency”.

The stated long-term goal of such initiatives and policies is to turn Europe into a recycling society, avoiding waste and using unavoidable waste as a resource wherever possible. The aim is to achieve much higher levels of recycling and to minimise the extraction of additional natural resources.

Proper waste management is a key element which in their opinion will ensure “resource efficiency and the sustainable growth” of the different European economies.

But nowhere in any of the official policies from the EU is there any reference to the implications that this waste handling has on the level of pests which might emanate from such waste sites into the local environment. All waste sites are essentially huge accumulations of rotting organic matter which are immensely attractive to insect pests.

Across the EU, the proportion of waste being recycled is rising, while the amount sent to landfill sites is falling. The impact of waste treatment sites on surrounding areas has been minimised, more energy is recovered through incineration, and hazardous waste and illegal dumping are being monitored more tightly. A lot has been achieved, but much remains to be done. The amount of waste we produce in the EU is still increasing.

Householders are encouraged to reduce unnecessary waste and separate waste prior to collection to produce high-quality recyclable material.

## INSECT PESTS.

In 2005/06 The Clean Neighbourhoods and Environment Act was introduced to extend the statutory nuisance regime to include statutory nuisance from insects.

The Act extended the duty onto local authorities to check particular areas periodically for existing and potential statutory insect nuisance.

If the Environmental Health Practitioner (EHP) is satisfied that a statutory nuisance exists, an abatement order may be issued requiring that the proprietor of the sites puts in place process(es) in order to ensure that the nuisance ceases or is abated, generally, within a set timescale. The pest control procedures are often carried out by staff on the site or by independent pest control operators.

Since the Act was introduced in 2005/6 there has been a great increase in the number of commercial recycling/composting sites.

As a consequence of the increase in waste processing plants, pest control at waste transfer stations, landfill sites and composting sites is becoming a major part of the business of many pest control operators.

The process of waste handling at these sites generally starts once the waste arrives, with the waste being separated, selected, shredded and then baled or loaded into the composting site. At some sites large bales of material are stored prior to processing at the site or moved to another site for composting and in some cases the material is used as a source of refuse derived fuel (RDF).

At every stage of these processes the large accumulations of organic matter act as a significant attraction to many different species of flying insects. Such insects will include: houseflies, *Musca domestica*; lesser house flies, *Fannia canicularis*; bluebottles, *Calliphora vomitoria*; greenbottles, *Lucilia sericata*; fruit flies, *F. Drosophilidae*; fungus gnats, *F. Sciaridae*; owl midges, *F. Phoridae*, lesser dung flies, *F. Sphaeroceridae*. It is undoubtedly the houseflies which are responsible for the greatest nuisance in the local community.

All these flies have the potential to build up their numbers exceedingly quickly, particularly during the warm summer months, and the potential for causing “nuisance” within the local domestic communities is great. In many of these sites the situation is difficult all year round, with flies being present in large numbers throughout the year.

#### CONTROL OF PEST INSECTS.

Proper management and treatment programmes will minimise most insect nuisance cases that arise. It seems, however, that in almost every case very little concern has been paid to pest control issues when waste handling sites have been planned and established. The pest control procedures are instigated once the pests have become well-established and as a result the pests are almost impossible to control.

EU initiatives and directives never mention the need to consider the likelihood that the setting up of recycling/composting sites may result in pest issues in the local community. Pest control is always reactive - no forward planning ever seems to have been considered.

For flying insect control at established composting sites many problems exist. Often the waste does not remain static at any one area for very long. Small areas of spillage can accumulate all over the site and these act as perfect feeding/breeding sites for a great number of the flying insect species mentioned above. The numbers of flying insects can then multiply extremely quickly and “invade” the local community.

The waste in many instances seems to be considered as a commodity and may be sold and moved amongst a number of waste sites within Great Britain and/or overseas. The longer the waste is held the greater the attraction for pest insects.

Local authorities and private companies, intending to establish composting and waste recycling sites, must realise the importance of planning flying insect control strategies into the planning procedure.

Reactive pest control, once the nuisance has become well-established, is rarely totally effective. Having a planned approach to insect control will save time and money as it is invariably the case that the fire-fighting approach is considerably more costly.

#### WHAT PRODUCTS TO USE?

When waste is stored for even the briefest length of time the attraction to flying insects is great, so fly control measures are required. There are a number of control options for treating flying insects associated with waste and these are laid out in the Environment Agency (EA) document “Fly management: how to comply with your environmental permit.”

Of course, an integrated pest management programme is recommended by the EA. This consists of correct identification of fly species so that control measures are targeted and take into account the biology of the pest. Monitoring of fly levels is also included, so that control procedures can be directed at appropriate times i.e. in response to trends in insect numbers and also for purposes of monitoring the effectiveness of treatments. Biological control measures are covered, including naturally occurring predators or introduced predators or parasites. Physical control measures take the form of Electronic Fly Killers and traps.

Insecticide options include space treatments (‘knock-down’ sprays), residual insecticides for treating fly alighting surfaces, insecticidal paints, and larvicides for control of fly larvae.

The crucial point regarding selection of insecticides is to make sure that they are approved for use at waste sites – many insecticides are available for fly control but not all of them include the various waste sites as an approved area of use.

The processing of waste for use as fuel, composting or recycling will always present insect pest problems and the longer the waste is stored in any one place the greater the likelihood that insect pests will emanate from the waste into the local community. Rapid turnover of the waste and sensible integrated pest control strategies can reduce the chances of pests building up but the site managers must be aware of the issues and have strategies to counteract the pests in place from the outset.

Author: **Professor Moray Anderson,**  
**Consultant Entomologist**

# SHOOTING

**PART 1 - BIRD CONTROL.** To my mind the topic of shooting is one of the most emotive and complex subjects that fall under the umbrella of pest control. I have provided pest control and consultancy services for avian and mammalian pests for over three decades; from Feral pigeon control with air rifles, to large mammal control using centre-fire rifles and have often been surprised how often the law is either ignored or totally misunderstood. Hopefully this article will give some clarity to the issue of lethal bird control.

If you are to consider controlling avian species, the very first thing you need to understand is this - ALL birds are protected, however some are afforded more protection than others. For any intended work, you must first ensure that the species in question can be disturbed or controlled under the conditions of a General Licence, in order to avoid committing an offence under the Wildlife and Countryside Act 1981. If the species of concern is not covered by an appropriate licence there are very few reasons to consider the use of any methods of proofing, control or removal of that species. Species-specific licences are occasionally granted but this is an exception rather than the norm.

The Wildlife and Countryside Act 1981 and General Licences GL04, GL05 and A08 are the legal framework for any disturbance or control work for wild birds in relation to pest control. They are self-regulatory and can be acted under at any time without the need to make a specific application. Quite simply, if a species is not included in this list of General Licences, then it is afforded further protection.

Even if the species is listed on a General Licence, do not assume you can always control adult birds. For example, the Herring Gull (as listed on the General Licence GL05 to preserve public health or public safety) can only be dealt with by taking or destroying the eggs (e.g. egg pricking) or nest removal, damage or destruction as a last resort. Remember also that the United Kingdom includes different countries with different laws. The General Licence covering a species that can be controlled in England may not be relevant in Scotland. I have often heard the General Licences quoted as a general panacea for any bird control work, and that by quoting it you are somehow exonerated from any recourse in your actions. This is not so; moreover even if the species is included, you must first consider, are there other means available to deter or remove the species? – in most cases there will be, from proofing to deterrents and scaring devices. If these methods are justifiable in the context of your assessment, you must either use them first OR be able to prove by means of written documentation, why they are not suitable. If you are intending to carry out control work, I would strongly advise downloading and printing a copy of the relevant section to carry with you when working.

Once you have established the principle and legislative terms for your intended actions, you then need to compile a Method Statement for your work. To their discredit many people skip this stage; however should there be any recourse arising from your bird control, the first point that will be assessed is your competence – which inevitably will include for assessing your safe working systems. Documentary evidence of your decisions in this process will greatly assist those who may be inspecting your actions at a later date.



It may not alleviate any claims or otherwise from third parties, but it will show a degree of responsibility on your part in the first instance and will certainly be to your advantage.

In addition, once the first method statement has been compiled, it will be useful as a general template for further similar documents. If you are unsure of how to begin compiling a method statement, there are many examples available on the Internet for you to understand the type of documentation required.

After this is the all-important written Risk Assessment. This should include every aspect of the intended work, and as before, proves you have considered your intended actions and attempted as far as possible to mitigate all risks. If your work includes working at heights you should familiarise yourself with the extra responsibility this brings. Most of the time work in close proximity to birds means working in contaminated dust and airborne hazardous spores; you should be mindful of zoonotic diseases when working with feral pigeons: do not disregard your own personal protective safety; considering coveralls, gloves, face-masks, goggles and disinfectants, ensuring you include this in your assessment. If you are working alone, do you have a lone worker policy (especially if working at night)? Night shooting of Feral Pigeons with illuminating devices is allowed but working at night brings its own hazards and risks, and please remember a pure white light shone in and around buildings especially towards the tops of buildings will inevitably arouse suspicions. A red filter is a preferred option but will not render the light totally invisible to others.

The next stage is the Authorised Person Consent as defined in Part 1 subsection 27 of the Wildlife and Countryside Act 1981 or "Signature of consent"; this document must be signed and dated by the landowner, or their acting agent with all their contact details giving you formal consent to carry out works on their behalf before any work commences. It should state the species to be controlled, the specific section of the General Licence you are working under, the intended dates and areas where the work will be carried out.

The final part of the legal framework is – Am I insured? Do not naturally assume your pest control insurance covers you for shooting work; it probably doesn't unless it is a specific listed part of a clause. If you are a member of a shooting organisation that offers shooting insurance as part of its membership deals, this generally does **not** cover employed shooting work or shooting for reward. There are insurance companies that provide cover for shooting works. I use them for all my paid avian, rabbit and deer control work and the cost can be surprisingly modest.


So after all the legislative framework and associated paperwork is completed the next stage is to ask yourself "am I competent"? Do I have the relevant experience and/or training to carry out such work? Can I consistently shoot pellets into a group the size of a 20p piece at 25 yards? Is my weapon (normally an air rifle for Feral pigeon control) providing maximum legal power (12ft lb.) For preference I use .22 hollow-point ammunition for this work.

Whether you take head or chest shots is personal preference but I prefer chest shots with the bird facing toward me, as heads are apt to bob and move and represent a much smaller target with more chance of pellet travel on. In addition I would also advocate carrying a bird neck dislocation tool for dealing with any wounded birds unless you are very experienced at neck dislocation. You also need to ensure you have made arrangements for legal disposal of any carcasses. Interestingly you may eat any birds you control under General Licence terms but not offer them for sale. The only exception to this law is woodpigeons controlled for the purpose of protecting agricultural crops. These may be offered for sale. Before you recoil at this comment may I assure you that woodpigeon and Canada goose (also listed under General Licence terms) are two of the best meats I have ever eaten! The subject of racing pigeons with leg rings on does cause concern and it is often stated that any racing pigeon that has gone feral is unlikely to be of any concern to a previous owner – however beware that culling a true racing pigeon is an offence under the Criminal Damage Act 1971. To avoid this, use a telescopic sight on an air rifle to help identify previous racing birds as opposed to true feral birds.

If you are competent and are ready to carry out control work remember: the law makes no distinction between air rifles and more powerful shotguns (for which a shotgun certificate is required) and rim and centre-rifles (for which you need a weapon specific licence) – they are all classed as firearms. This means that any offence you commit can carry a very heavy penalty, and there are at least 38 different offences! It is not a legal requirement but I would advise to always inform your local police force before you commence shooting and at completion of the session. I do and they have my contact details held on the police database in case of the need to follow up a call. I also carry photographs of my firearms and shotgun certificates on my mobile phone to show to any authorized person in case of any misunderstanding. In forty years this has never happened, neither has any accident or complaint arisen but I strive never to be complacent. In cases of adverse public reaction however I would advocate that you do not carry out a cull, as bad publicity however well defended by you or your company may be very defamatory.

The last three areas where mistakes can occur are firstly, NEVER shoot any projectile over another's ground. That is unforgivable! Secondly, do not attempt to enter another's land to retrieve shot birds without permission: always ask first. Finally, ALWAYS assume any air rifle is loaded unless visually proven otherwise and NEVER point any weapon at another person... Oh, and always ensure you have a more than adequate supply of ammunition!

**Dave Archer - DKA Pest Control**



# GENERAL LICENCES FOR BIRD CONTROL – UPDATE FOR 2016

With another year gone so quickly, it is that time again to review the new General Licences. These have now been published for 2016 by the relevant regional agencies.

This year it has to be said that there are no significant changes which will affect our industry. However, one should be mindful in particular of the conditions that are in the main body of these licences. We should also take the time to remind ourselves of the facts before we engage in any bird control activities.

#### England:

Although there are no major changes to the General Licences, the layout and wordage has changed slightly on the English Documents (Natural England) <https://www.gov.uk/government/collections/general-licences-for-wildlife-management>. The Class Licence CL03 (for birds trapped in food premises - to preserve public health or public safety) features altered wording, with a change from 'Authorised Persons' to 'Registered Persons'. The changes to this Class Licence also allow employees of registered organisations to allow for multiple food sites to be registered by a group as opposed to individual licence requests. Otherwise all other licences relevant to public health pest control remain the same.

#### Scotland:

For Scotland (Scottish Natural Heritage) visit: <http://www.snh.gov.uk/protecting-scotlands-nature/species-licensing/bird-licensing/general/>. The licences contain no major changes compared with the previous licences. However, reference has been made to reporting measures, in that all actions should be reported back to Scottish Natural Heritage by 31st January 2017. This is a similar action already noted in the English and Welsh licences.

Users should also be prepared to look out for details of extensive discussion and consultation taking place during 2016, regarding bird licences. Following consultation, changes may be made following research regarding both trapping and predation issues.

Details are likely to be published in April 2016, which may have an effect on how the licences are written next year.

#### Wales:

For Wales (Natural Resources Wales NRW) visit: <https://naturalresources.wales/apply-for-a-permit/protected-species-licensing/uk-protected-species-licensing/general-licences-2015-birds/?lang=en>. This year, no major differences are evident when compared to previous licences. However, an additional condition has been added, which is to request a written report within 14 days of any licence activity of any birds killed.

#### Northern Ireland:

For Northern Ireland (Northern Ireland Environment Agency) visit: <https://www.doeni.gov.uk/articles/wildlife-licensing#toc-2>. You should be aware that the licences for Northern Ireland work on different dates to the rest of the UK. The three general licences are currently operational between 11th September 2015 and the 10th September 2016 unless previously revoked. That said, no differences are noted compared with the previous licences.

#### Republic of Ireland:

Wildlife Licensing Unit, National Parks and Wildlife Service visit: <http://www.npws.ie/licences>. No differences are noted to previous licences. Here, a single licence covers the threat to public health, damage to crops or to livestock or damage to fauna, along with a separate licence to cover the threat to air safety. Both licences operate from 1st May 2015 to 30th April 2016 and you should be prepared to update this resource accordingly.

In any event do remember that these licences, although easily downloadable, do not give us the right as pest controllers to cull / administer lethal control to a pest species without appropriate justification. The first thought that should come to mind before any control action is considered should be 'is there no other satisfactory alternative?'



# FINISHING THE RAT RACE

**Paul Hoyes, Product Development Manager at Killgerm Chemicals Ltd, has announced his retirement from the industry that he has served so well over a 31 year period. PCN managed to “trap” him for an interview before his departure.**

**What is the most memorable pest control job that you have had to deal with?** *Crown immunity was lifted from hospitals in the mid 1980's. The company that I worked for won several tenders over five health authorities; all of which had problems with cockroaches and pharaoh ants. Night inspections were the norm and the old organophosphates were our control measures (Fenitrothion 2% dust and 40% wettable powder). We used boric acid mixed with equal parts of liver, Madeira cake and honey against the pharaoh ants. There wasn't a lot of insect life, of any order, left in the hospitals after the fenitrothion “blast”. Memorable for the sleepless nights carrying out night inspections and the large number of cockroaches we found. Five Health authorities, several hospitals in each. It was a busy time!!*

**Who had the most influence on you in terms of your career in the industry?** *I suppose my first boss, Nick Issitt, had quite an influence at the beginning of my journey in pest control. Raymond Harrop was certainly an influence. But by far the most influential person in my career was Jonathan Peck. A good leader, forward thinker, massive intellect and by far the most complete human being I have ever met.*

**Do you have any tips for those interested in being successful in the pest control industry?** *The requirement for formal qualification has now highlighted the need for a good level of knowledge in all aspects of pest control. Knowing your pests is key to putting together effective control strategies. Increasing and maintaining your knowledge will make us all better pest controllers. CPD is a great way to demonstrate your commitment to maintaining your professionalism.*

**Where do you see the industry going over the next 5 – 10 years?** *The governance of our industry has become more politicized over the last few years. The influence of European legislation is having a huge effect on what products and strategies we can use, the way that we use them and where we can use them. I find it difficult to understand this blanket approach to product registration when the countries of the EU have such diverse conditions and requirements.*

*The UK, through its government agencies (HSE, CRD), has a very good record of product stewardship; why not leave it with them? Or at least make the registration process more affordable so that current and new products are not lost for the sake of affordability.*

*In the future I think that pesticides will be more demonised by some of our European partners and their use will be more restricted.*

**Do you have any pest control ‘horror stories?’**

*The one that comes to mind is something that happened when I was a relatively inexperienced “pestie”. I was sent to a house that had a reported problem with fleas. The house was a maisonette and when I climbed the stairs I noticed that*

*they were covered in shiny black filth (layers of organic matter that had built up over the years). Somewhere under the filth was a carpet. Getting upstairs, the conditions were no better. In the main bedroom a dog had just had pups on a nest of cuddly toys and there were fleas everywhere. This was as much a social problem as a pest problem, so I asked for help from the EHO (we were employed by the local Environmental Health Department). A young, inexperienced, female EHO arrived and mounted the stairs with trepidation. On seeing the extent of the filth and “plague” of fleas she ran back down the stairs. I went after her and in a blind panic she hoisted her skirt and screamed “spray, spray me!!”. Fenitrothion 40% wettable powder and nylon tights are not a good combination!!*

**Have you ever unwittingly brought work home with you – a stray bedbug or cockroach?** *Getting home after flea jobs and getting undressed in the bath would occasionally reveal little “jumpers” floating in the water.*

**What is your ‘pet hate’ in terms of pest control?** *Although I don't do it anymore, cleaning fly control units in the summer at sugar factories. Anyone who has had to do this will know what I mean; all the wasps in the world.*

**Tell us about your early career in the industry** *I was fortunate to work for a company that had a varied portfolio and I have been involved in most of the industry sectors. We were very active in the Health service, food manufacturing, bird control and fly screening. Because of my enthusiasm and willingness to learn, I was soon promoted to supervisor and then service manager. My time as service manager gave me the opportunity to develop new skill sets and we soon had a bird work team, fly screen manufacture and fitting service and other specialised work such as fumigation. All of this gave me a great breadth of knowledge which has been invaluable in my role at Killgerm.*

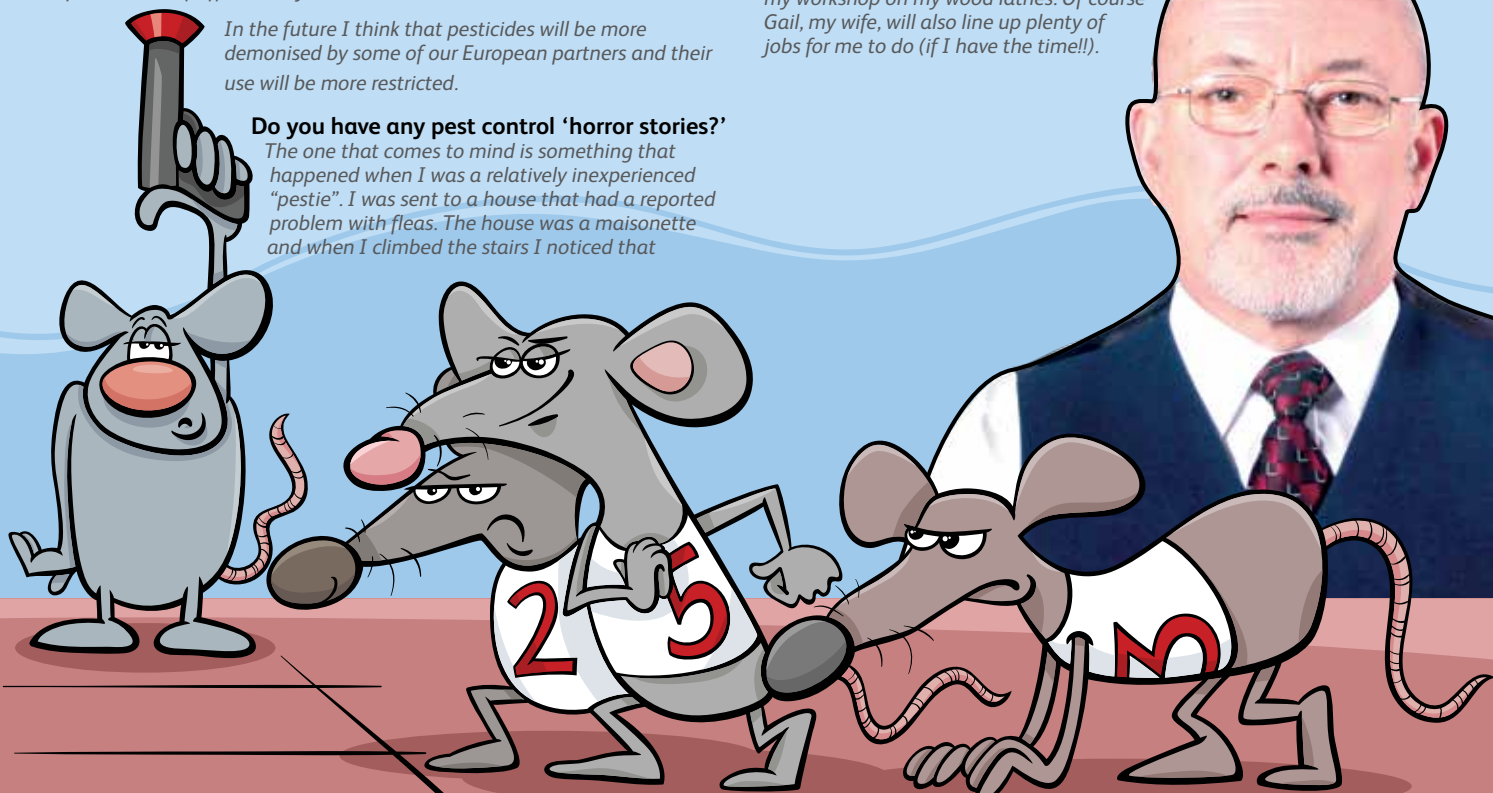
**What has been the highlight of your career?**

*There have been so many it is difficult to choose. Perhaps getting my first patent, the creation of the AF Range of products and also travelling to some wonderful countries.*

**What will you miss the most about the industry?** *The people!! I have been fortunate to have worked with some very good colleagues throughout my career. My thanks go to all at Killgerm for their support and friendship. This includes my colleagues in our sister companies whose assistance and hospitality are greatly appreciated.*

**So, make us all jealous what are your plans for retirement?**

*Walk the dogs, play golf and spend time in my workshop on my wood lathes. Of course Gail, my wife, will also line up plenty of jobs for me to do (if I have the time!!).*





**Killgerm**<sup>®</sup>  
www.killgerm.com



## VAZOR<sup>®</sup> CYPERMETHRIN 10

Vazor Cypermethrin 10 is a residual, broad spectrum, cypermethrin-based, 'Oil in water emulsion' concentrate for surface spraying. Vazor Cypermethrin 10 can be used for the control of crawling and flying insect pests in and around domestic premises, public buildings and food processing factories. This insecticide has also been approved for use in and around farm building and is ideal for refuse tips and waste sites.



## VAZOR<sup>®</sup> CYPERMAX PLUS

Vazor Cypermax Plus is a residual product that also gives quick knock down of insect-pests, formulated as a microemulsion concentrate for surface spraying. For the control of crawling and flying insect pests in and around domestic premises, public and municipal areas, refuse tips, poultry houses, slaughter houses and manure tips.



## VAZOR<sup>®</sup> LIQUID MOSQUITO FILM

This ready to use silicone based insecticide treatment works by physical means, for control of mosquito larvae and pupae, and is particularly suited for application in temporary accumulations of water where mosquitoes are active. Adult mosquitoes are deterred from laying eggs on treated water surfaces and mosquito larvae and pupae are controlled because they cannot attach to the water surface to obtain oxygen.

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

## AIR RAID 8



The Air Raid 8 is an 8m adjustable telescopic dusting lance which is powered by CO2 mini cartridges. A trigger mechanism seals the cartridge, allowing for several treatments to be carried out using just one cartridge. The lance has a 25g capacity powder chamber located at the top. The lightweight design and flexible nozzle allows for precise application.

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

## AEROSOL 3



Aerosol 3 is a 3.25m adjustable telescopic lance that attaches to aerosol products such as Digraim Wasp & Hornet Nest Destroyer. It has been designed for close range precision treatment and is ideal for unfloored attics and confined areas. The adjustable lance reduces the time taken to treat nests and can be easily transported on a compact 1.3m long protective carry tube.

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



## SENSCI VOLCANO & LURE

The SenSci Volcano is an innovative bedbug detection product. The SenSci Volcano is discreet and uniquely designed with a clear bottom for easy inspection. It can be used on its own in combination with SenSci Active Lure. The SenSci Active Lure has been developed by Rutgers University in the USA. This highly effective, long lasting lure (up to 12 weeks) will detect bedbugs from 5ft away.

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

# NARA BLOCS

The new **fish** and **meat** Nara Blocs from Suterra are non-toxic attractant and monitoring baits for rats and mice consisting of an aromatised special plastic. These new scents are highly attractive to rodents, especially mice. The Nara Blocs can last up to three months depending on application environment and is suitable for damp settings as they are mould resistant.



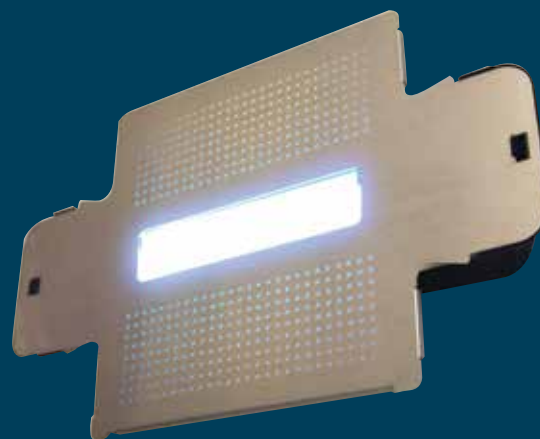
[www.suterra.com](http://www.suterra.com)

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

# CIMETROL SUPER

This cypermethrin, tetramethrin and PBO based residual insecticide contains the insect growth regulator pyriproxyfen.

Cimetrol Super is highly recommended for control against bedbug and fleas. This insecticide has been approved for use in all domestic, commercial and industrial premises, such as kitchens, hotels, dormitories, food storage and processing areas



## SUNBURST® TAB

The Sunburst TAB is the latest addition to the Sunburst range. It is designed for catering outlets in both front and back-of-house areas thanks to its concealed fly catch behind a brushed stainless steel cover. This versatile unit can be wall mounted vertically, horizontally or suspended from the ceiling. A high quality 24 Watt compact tube powered by an electronic ballast backed by an aluminium reflector ensures optimum fly control and reduced electricity costs.

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

# PPC LIVE

PETERBOROUGH - 16 MARCH 2016



## SCHEDULE QUICK GUIDE

SEMINAR ROOM	
9:30am	The digital landscape right audience - right message - right channel
10:15am	Risk mitigation measures for anticoagulant rodenticides as biocidal products
11:15am	Drain flies - their biology and reasons for control
12:15pm	The UK Rodenticide Stewardship Regime
1:15pm	Successful pest control for food manufacturing - practical tips for achieving better compliance
2:15pm	Making sense of mammalian scents: implications for their use in rodent pest control
OUTDOOR DEMONSTRATION AREA	
9:30am	Is the RPE you're wearing protecting your health?
10:15am	The art of falconry in the urban & industrial environment
11:15am	Rural pest control simplified
12:15pm	Drones and their use in pest control
1:15pm	Air rifles - safe cleaning and transportation
2:15pm	Worlds first discriminating smart trap

## INDOOR SEMINAR THEATRE

### 9:30am - 10:00am

The Digital Landscape Right Audience - Right Message - Right Channel

**Jane Shepherd, Shepherd PR**

This presentation will help you get the most from traditional media as well as the digital world. From your website, the press and social media channels too, we look at how to navigate the best route to promote your business and make wise choices to achieve far-reaching positive coverage in clear, methodical steps.

### 10:15am - 11:00am

Risk Mitigation Measures for Anticoagulant Rodenticides as Biocidal Products

**Professor Philippe Berny**

The worldwide control of rodents relies heavily on the use of anticoagulant rodenticides, and as such these products have changed the way in which Pest Controllers manage and control rodents. Professor Philippe Berny will talk about the risk mitigation measures being implemented including defining categories of user, the professional standard and the European perspective.

### 11:15am - 12:00pm

Drain flies - Their Biology and Reasons for Control

**Professor Moray Anderson, Killgerm Chemicals**

Domestic and peri-domestic species of flies that interact with human habitats are known to be responsible for disease transmission and food contamination by acting as mechanical vectors and/or hosts of microbial pathogens. Most of the studies investigating the spread of pathogens by pest flies are limited to houseflies.

"Drain flies" comprise of an overlooked group of small flies including species frequently encountered by those involved in public health pest control. "Drain flies" are made up of species from a number of different families of flies including F. Phoridae, F. Psychodidae, F. Sepsidae and F. Sphaeroceridae. Despite the fact that these flies are extremely common in domestic and commercial kitchens there is very limited research on their potential to spread disease.

In this presentation the biology of these flies will be described and discussed and their potential as vectors of pathogenic bacteria illustrated by results from some experiments.



**12:15pm - 1:00pm****The UK Rodenticide Stewardship Regime “Question Time”**

For the first time in early 2016, those who wish to buy and use professional anticoagulant rodenticides will need to comply with the requirements of the UK Rodenticide Stewardship Regime.

The future of anticoagulants remains under threat from regulators in the UK and EU. All professional users, whether farmers, gamekeepers or professional pest controllers must adapt or risk us losing these vital tools.

This “Question Time” format session offers you the chance to put your questions direct to a panel of experts, ably chaired by BPCA President Martin Harvey. If you want to understand more about the changes happening within rat and mouse control, and the impact on your business of these changes, this session is vital. Pre-Registered visitors will be given an opportunity to submit their questions in advance.

**1:15pm - 2:00pm****Successful Pest Control for Food****Manufacturing - Practical Tips for Achieving Better Compliance****Paul Westgate, Westgate Pest Control**

Working in the food and allied industries present Pest Controllers with two distinct and different challenges. Providing safe and effective control of a full range of insect, mammal and avian pests in high risk and often large and complex structures is hard enough. The second, and greater, challenge comes from achieving this whilst working within the guidelines set down by third party audit specifications.

In this session, experienced Field Biologist and Technical Account Manager Paul Westgate will outline some practical tips on how to ensure a smoother path towards compliance and an enhanced reputation within this demanding sector.

**2:15pm - 3:15pm****Making Sense of Mammalian Scents: Implications for their use in Rodent Pest Control****Jane L Hurst, University of Liverpool**

Rodents are critically dependent on scent cues for social communication, reproduction, finding their way around and avoiding potential dangers in their habitat.

Manipulating such cues for control purposes has the potential to significantly increase the effectiveness, sustainability and humaneness of rodent control. However, while pheromones and other chemosignals have been applied very effectively in invertebrate pest control, scent communication among mammals is much more complex. We have established a collaborative programme (Scents in Mouse and Rat Control, ScentMaRC) to explore whether specific scent cues can be exploited to improve rodent control, with a focus on house mice and brown rats. I will discuss some of the issues involved and the potential of these approaches.

**OUTDOOR DEMONSTRATION AREA****9:30am - 10:00am****Is the RPE You're Wearing Protecting your Health?****Lee Ainsley, Stallard Kane Associates**

Where Respiratory Protective Equipment (RPE) is used, it must be able to provide adequate protection. RPE can't protect the wearer if it leaks; a major cause of leaks is poor fitting face pieces or incorrect RPE being worn. Guidance will be given on when qualitative face fit testing should be undertaken, what it involves and how those being tested should prepare.

A practical demonstration of a test will be given during the session.

**10:15am - 11:00am****The Art of Falconry in the****Urban & Industrial Environment****Imogen Davis, Avian Environmental**

Our company specialises in the commercial use of birds of prey, with over 35 years of experience in the field. We deploy Falcons and Hawks in the urban environment to tackle one of the most challenging avian hazards in the modern day.

The rise of problem species, such as feral pigeons and gulls that have adapted to the urban environment where food source is plentiful and tall buildings mimic the cliffs as a nest site, results in manifold problems with health and safety and maintenance at huge costs.

The use of Hawk and Falcons as a deterrent is one of the most effective green methods of disrupting the habitual nature of these avian problem species; with each of our highly trained specialised birds to combat the problem specific to each individual case. We pride ourselves on our environmental values and conscientious approach and are fully compliant with the Wildlife and Countryside Act 1981.

**11:15am - 12:00pm****Rural Pest Control Simplified****Steve Gould, Enviro Professional Management Services**

Back to basics. Going back to basic pest control can deliver positive results which benefit both the client and PCO. An open mind and a clean sheet will help achieve success in gaining control. You have the knowledge, but just need a reminder? This talk will interest you.



**12:15pm - 1:00pm**

**Drones and their Use in Pest Control**

**James Rawlings, Wide Horizons**

Wide Horizons carries out aerial surveying, auditing and inspection services using multirotor platforms and Unmanned Air Vehicles (UAVs), covering all commercial sectors including building surveys, maintenance projects and pest control survey work.

During our live demonstration at PPC Live, the Wide Horizons team will be showcasing the aerial platforms used, explaining the laws, regulations and licensing regarding their use and then demonstrating the platform in the air and how they can benefit companies operating within the pest control industry.

Wide Horizons is a market leader in aerial surveying services and has been internationally recognised after being one of the first UAV companies to gain ISO 9001:2008 Certification.

**1:15pm - 2:00pm**

**Air Rifles - Safe Cleaning and Transportation**

**Geri Buckley & Nick Lane, BASC**

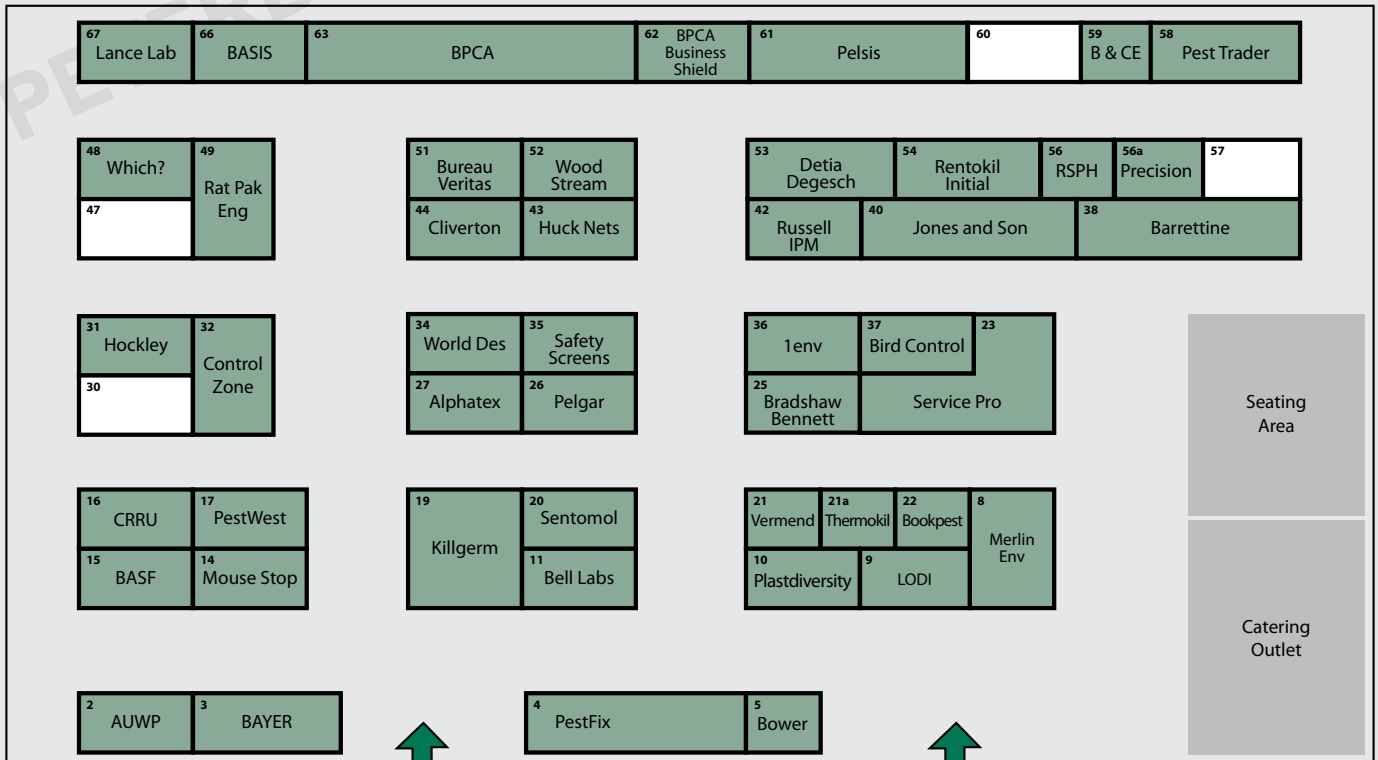
Practical demonstration of the safe and correct way to clean a modern air rifle both in the field environment and at base location will be given. This includes: safe unloading/discharging of the air rifle prior to use; area appropriate tools, equipment and cleaning fluids; important areas to avoid getting dirt and other substances into e.g. valves and air cylinders; basic checks of the air rifle during cleaning. Information on the safe transportation of both the air rifle and the diving bottle; covering the requirements to carry both the air rifle and compressed gas cylinders.

# PPC LIVE

## PETERBOROUGH - 16 MARCH 2016



### FLOORPLAN Atrium Suite, Peterborough Arena, East of England Showground



Entrance Foyer and Peterborough Arena (seminar sessions)

RSPH has recently had two new qualifications approved by Ofqual to add to our portfolio of pest management qualifications. These are the RSPH Level 3 Award in the safe use of fumigants for the management of invertebrate pests and the RSPH Level 3 Certificate in the safe use of fumigants for the management of invertebrate pests.

These qualifications had to be approved initially by the Chemicals Regulation Directorate, a branch of the Health and Safety Executive which is responsible for the regulation of biocides and pesticides and also for approving qualifications for the use of specific pesticides under the Plant Protection Products (Sustainable Use) Regulations 2012.

The qualifications are essentially a license to practice for new entrants to the fumigation workforce. They consist of a mandatory unit and a number of option units which cover specific fumigation methods.

These two qualifications bring the total number of RSPH qualifications in pest management to eight. All of these qualifications are regulated by Ofqual and appear on the Register of Regulated Qualifications. As a regulated Awarding Organisation RSPH can only offer qualifications that we have placed on the Register.

We used to offer a number of non-regulated qualifications but these have now all been withdrawn due to this regulatory requirement, or revised and added to the Register.

Among the qualifications that we have withdrawn is the Level 3 Certificate in Mosquito Management. This was first developed some years ago due to the perceived threat from West Nile virus, which is carried by mosquitoes. As the qualification has had very little take-up for some years RSPH decided to withdraw the qualification rather than revise it and add it to the Register. However we can quickly resurrect the qualification if it is required again in the future, for example due to the threat from the Zika virus.

A number of our qualifications are currently being reviewed. These are the Level 2 Award, Certificate and Diploma in Pest Management and the Level 3 Diploma in Pest Management. All of these qualifications share a number of units, so any change in one of these units for one qualification may have a knock-on effect on other qualifications. The review is currently being carried out by the Pest Control Education and Training Forum, which includes representatives from a number of training centres, pest control companies and trade bodies.

But if you would like to have your say in the review of these qualifications please contact the qualifications department at RSPH.

The Level 2 Diploma in Pest Management was first offered in February 2013. It was developed at the request of Asset Skills, the sector skills council for pest control, which required a qualification for their apprenticeship in pest control. Unfortunately since then no one has taken the qualification or applied to offer it and there has been no take-up of the apprenticeship. Additionally since the apprenticeship (which can only be awarded by a sector skills council) was developed, Asset Skills first merged with another organisation to form the Building Futures Group and has since closed. So there is currently no organisation that can award apprenticeships in pest control. It is therefore highly likely that RSPH will withdraw the Level 2 Diploma when its review date becomes due, but we will be able to return it to the register if there is a demand for it or if a new apprenticeship is developed which can utilise it.

Finally, RSPH will have a stand at PPC Live in Peterborough. If you have any views on changes we should make to our existing pest management suite of qualifications, or ideas for new qualifications in the sector, please do not hesitate to visit us for a chat.



## NEW FOR 2016

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JOIN US FOR YOUR  
**FREE**  
BREAKFAST

**NORTHERN**  
30th November - Warrington

**SCOTTISH**  
7th September - Glasgow  
16th November - Penrith

**MIDLANDS**  
12th May - Coventry  
21st September - Shropshire  
23rd November - Nottingham

**SOUTHERN**  
11th May - West London  
19th October - East London

**WELSH**  
5th October - Cardiff

**SAVE THE DATE 2016**

**OPPORTUNITIES FOR PROFIT BREAKFAST MEETING**



# WE'RE ON THE ROAD AGAIN, THROUGHOUT THE YEAR, THROUGHOUT THE COUNTRY

With the New Year, we have a packed programme of Training Days in all corners of the UK and Ireland to look forward to.

## MARCH

For those preparing for Stewardship there is the RSPH Level 2 Award in the "Safe Use of Rodenticides". A one-day course and exam that will enable you to buy and use 'professional use' rodenticides in the future.

**NPTA House, Nottingham 8th March**

A one-day course in "Humane Dispatch", this is a unique course dealing with an increasingly important subject, of especial importance to those dealing with wildlife management.

**Jelen HQ Hampshire 19th March**

## APRIL

Another unique course "Wildlife Crime Awareness"

**NPTA House, Nottingham 6th April**

On the Road in Farnborough

**NPTA / Barrettine, Holiday Inn, Farnborough 7th April**

On the Road in Scotland

**NPTA / Killgerm, Airth Castle, Airth 13th April**

On the Road in Manchester

**NPTA / Killgerm, Mercure Hotel, Altrincham 20th April**

On the Road in the West

**NPTA in Bristol 27th April**

## MAY

On the Road in Northern Ireland

**NPTA / Killgerm, in Belfast 18th May**

On the Road in Eire

**NPTA in Portlaoise, 19th May**

On the Road in the Midlands

**NPTA House, Nottingham 25th May**

## JUNE

On the Road in the North East

**NPTA in Newcastle 8th June**

Another chance to attend "Wildlife Crime Awareness"

**NPTA House Nottingham, 15th June**

## SEPTEMBER

The unique NPTA "Urban Deer Management"

**NPTA House Nottingham, 15th September**

On the Road in the East

**NPTA in Norwich 28th September**

## OCTOBER

NPTA Charity 'Golf Day'

**Cheadle, Cheshire 7th October**

"Humane Dispatch"

**Carlton Moor, Nottingham 22nd October**

Keep an eye on the NPTA Website  
[www.npta.org.uk](http://www.npta.org.uk) and in Today's  
Technician for details of training  
day agendas and venues.







# TOP TIPS ON BUYING OR SELLING A BUSINESS



**You have worked all your life and now you feel it's time to cash in, tidy the garage, go on that cruise, talk about pension accruals or foreign policy and other such trivia that nobody really has the time to study when spinning around in ever decreasing circles in the rat race. But one thing is in the way of that well deserved retirement, selling your life's work! Here are a few tips on what you should be looking at.**

#### **Get professional advice early on**

Seeking professional advice early is crucial. Don't be fooled by the so-called "business experts" as the market is crammed with lots of "experts" seeking to impart their wisdom .....in exchange for your cash.

Go to a decent accountant who knows your books, and a solicitor who can sort the legals. Don't simply do it on price, as paying peanuts gets you monkeys. Get the right people who can work as a team, and who will get the job done. Do you want the fees payable on success i.e. contingent or as a fixed fee (upfront or staged)? Your accountant will be able to advise on the most tax efficient way of selling and receiving the money – hopefully.

#### **Plan**

It isn't going to happen overnight and all those loose management ends need to be tied up. Get the books sorted, get the contracts signed (do your own pre due diligence in other words).

Make sure that you are complying with the regulations, that any disputes are settled, that the i's are dotted and the t's crossed.

If you predict a great year, selling once those figures have been done may be ideal since historic accounts are fine but they are historic and the figures may well lose their significance.

You can save time and associated expense if you predict what your buyer will want to see and make sure it's all in order. You may well plan the sale for over a year or more; it's called your exit strategy.

#### **What do you want?**

Do you want to leave fully and sail off into the sunset? If you are leaving the industry for good it may be worth informing the buyer. This could be good news as you won't be forming part of the competition.

There is also the option of staying on as a consultant and hand over the business over a duration of time.

Do you want to become less involved but still retain some ownership? What indemnities are you prepared to give to those buying? Are you going to sell the business but retain the property and rent it to the new business owners as part of the deal? All of the above is actually fairly simple once you have decided what's right for you. The trick is to keep things simple and be transparent.

#### **What's it worth?**

What do you think it's worth and is that in line with the market? Are your expectations realistic? Often doing a bit of research is quite interesting. Why not look at similar deals over the last 12 months and see what they sold for. If there wasn't any then perhaps it's not a great time to sell or conversely, it just may be. Also, when should you get paid? Upfront, staged or by way of earn out?

#### **Who is going to buy?**

If you have been planning your exit, you may be able to seize that opportunity all the better. Who do you know in the market that may be on the acquisition trail? Would your competitors be interested? Or would your management team be willing to step up to the mark?

#### **Structure**

Is it a share or asset sale? A management buyout or in? Also – it sounds silly but question whether the buyer has good security, particularly if payment under the transaction is completed in stages following completion. You don't want to sell your dream ticket only to find out that it's gone sour when the buyer ruins things and can't pay you. It does happen more than you would think.

Should you have any queries, concerning the above or any other legal issues, please do not hesitate to contact

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## NPTA 2016 TRAINING DATES

To book visit [www.npta.org.uk](http://www.npta.org.uk)

Courses	2016 Dates
RSPH Level 2 Award Safe Use of Rodenticides	8th March 2016
NPTA Urban Deer Management	15th September 2016
NPTA Wildlife Crime Awareness	6th April 2016, 15th June 2016
NPTA Humane Dispatch	19th March 2016, 22nd October 2016
NPTA Charity Golf Day 2016	7th October 2016
PestTech 2016	2nd November 2016



Bespoke courses can be arranged and group booking for small number events can be delivered

To book visit [www.pesttrain.co.uk](http://www.pesttrain.co.uk)  
email [oliver@pesttrain.co.uk](mailto:oliver@pesttrain.co.uk)

Wednesday 2nd - Friday 4th March 2016	RSPH 3 Day (Exam included)
Friday 11th March 2016	Effective Rodent Control SGARS
Tuesday 12th April 2016	Wasps
Monday 25th April 2016	Effective Rodent Control SGARS
Thursday 28th April 2016	Seasonal Insects
Wednesday 18th - Friday 20th May 2016	RSPH 3 Day (Exam included)
Friday 20th May 2016	RSPH Exam only
Thursday 26th May 2016	Wasps

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## Training Dates 2016

Courses	2016 Dates	Venue	Member Cost (exc vat)	Non-member (excl vat)
Fleas, Forceps and Formalin – an Introduction to Insect ID	7 April, 20 November	TBC TBC	£165	£195
Becoming a Technical Inspector	TBC	BPCA Offices, Derby	£165	£195
Using Rodenticides Safely (1 day Classroom course)	23 March, 13 April, 25 May, 17 June	Devon, BPCA Offices, Derby, Midlands, North, South, East, BPCA Offices, Derby	£125	£165
Practical Equipment Usage for Insect Control	5 April 29 November	BPCA Offices, Derby BPCA Offices, Derby	£165	£195
Practical Vertebrate Trapping for Urban Pest Controllers	18 May, 16 November	BPCA Offices, Derby, BPCA Offices, Derby	£165	£195
BPCA Training Skills Course (leading to Level 3 Award in Education & Training)	8-9 Sept & 6-7 Oct (4 days)	BPCA Offices, Derby	£450	£650



# Killgerm<sup>®</sup>

## TRAINING

### ADVANCED ENTOMOLOGY - INSECTS AND DISEASE

19<sup>th</sup> April 2016 - Ossett

#### COURSE CONTENT:

The importance of insect structure, function and biology in the transmission of disease. In this course delegates will examine the internal and external anatomy of a range of insects, by dissection. The role of insects as vectors of a wide range of diseases will also be discussed.

- Why are the insects such a successful group of animals?
- What makes them excellent vectors of disease?
- External anatomy
- Internal anatomy
- Metamorphosis and reproductive strategies
- The role of specific insect species in the transmission of disease

#### WHO SHOULD ATTEND?

This course is designed for those people involved in pest control who want to find out more about insects and their role in spreading disease organisms to humans. Particularly useful for pest controllers who work in the food industry or other sensitive environments as it will enhance their understanding of the role of insects in disease transmission and the importance of pest control in combatting this. Delegates would be expected to hold RSPH Level 2 Certificate in Pest Management or equivalent.

AWARD: Killgerm<sup>®</sup> Certificate

CPD Points: Awarded as appropriate

**£160 + VAT Inc lunch**

#### YOUR GUIDE TO THE PEST CONTROL 2016 TRAINING DATES

Killgerm Training run courses nationwide offering different types of courses for different levels of experience and knowledge. Details of all course dates and locations are available online at [www.killgerm.com/pest-control-training-calendar](http://www.killgerm.com/pest-control-training-calendar); there is also a full list in the Killgerm catalogue on pages 211-213. For further information or to book your place on a course call 01924 268445 or email [training@killgerm.com](mailto:training@killgerm.com).

To book visit [www.killgerm.com](http://www.killgerm.com)

### EQUIPMENT COURSE

12<sup>th</sup> May 2016 - Ossett

A classroom based course, highlighting the need to properly maintain the common pieces of pest control equipment.

#### COURSE CONTENT:

- Reasons for regular checks and maintenance, highlighting the consequences of poorly maintained equipment
- Servicing of the commonly used 5ltr sprayers, Gloria, B&G etc
- Maintenance of the commonly used dusters
- Inspection and maintenance of Respiratory Protective Equipment
- A look at some of the other equipment used in pest control

#### WHO SHOULD ATTEND?

This course is recommended to all pest controllers who regularly use and have to maintain their own equipment.

You may be asked to bring your own sprayer to the course. If so please ensure that the sprayer is empty and has been cleaned.

AWARD: Killgerm<sup>®</sup> Certificate

CPD Points: Awarded as appropriate

**£130 + VAT Inc lunch**

**BACK BY POPULAR DEMAND!**



### INSECT IDENTIFICATION SKILLS

10<sup>th</sup> May 2016 - Ossett

#### COURSE CONTENT:

- > Insect biology and insect structure
- > Using a dichotomous key
- > Developing your identification skills
- > Awareness of simple control strategies

On completion an attendance certificate will be awarded.

#### WHO SHOULD ATTEND?

Pest controllers who want to add value to their business or broaden their knowledge.

AWARD: Killgerm<sup>®</sup> Certificate

CPD POINTS: Awarded as appropriate

**£165 + VAT Inc lunch**





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