pest

The independent UK pest management magazine

A case of mistaken identity?

Issue 7
January & February 2010

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As the industry's only independent magazine, ***Pest*** aims to deliver a mix of unbiased news, impartial advice and topical technical features. We are committed to being as inclusive as possible covering every sector of the pest management industry.

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Use pesticides safely.
Always read the label and product information before use

Contents

New year, new decade, new award

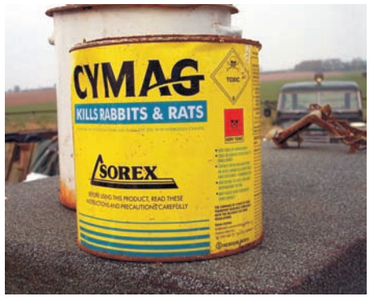
After the very cold start to the year when normal work routines seemed to grind to a halt, we are now, thankfully, all up and running again.

Looking forward, we asked numerous leaders from within the industry how they felt the new decade would develop – what are the challenges we are all likely to have to face? Their replies make fascinating reading and are reported in full on our website. Several clear, but often negative trends emerged. Namely the threats posed by increased legal constraints, the loss of even more products, training, certification, climate change, new technology and last, but by no means least, the likely impact of reduced government spending on local authority pest control teams. Of course, for those in the private sector, changes in local authority spending priorities will provide an opportunity for increased business. One thing is sure, the market will change from where it stands today.

Innovation frequently comes from change – and pest controllers are certainly blessed with innovative minds. To recognise product innovation, ***Pest*** is introducing a new accolade – a pest control Oscar – the ***Pest*** Best New Product Award. Read all about it on page 7. This is your chance to reward those products you view as truly innovative. So, go on, have your say and fill in a nomination form today.

Be first with the news – visit www.pestmagazine.co.uk

Fine imposed for illegal storage of Cymag



On 11 January 2010 at Norwich Magistrates Court, George Farrow was convicted of an offence relating to the storage of an unapproved pesticide product – Cymag (sodium cyanide). This conviction follows proceedings taken by the Health and Safety Executive (HSE). Mr Farrow pleaded guilty to the charge and was fined £600.

Mr Farrow's premises were visited as part of a Wildlife Incident Investigation Scheme (WIIS) enquiry into the death of a barn owl. During the visit a number of unapproved pesticide products were identified.

An Enforcement Notice was issued against Mr Farrow directing him to safely dispose of these unapproved products via a licensed waste disposal company. However, Mr Farrow did not comply with the Notice and this lead to the decision to prosecute for the illegal storage of Cymag. The decision to prosecute was deemed appropriate because of the significant safety issues relating to the unapproved product and also to its storage at an unsecure premises – in a caravan on his holding.

Products containing sodium cyanide were approved in the UK for rabbit and rat control by trained users. Approval for sale, use and storage of these products was revoked in December 2004.

read more on the web WWW

CRRU goes to Oxford

Dr Helen Phillips with Jonathan Peck

In early January, representatives from the Campaign for Responsible Rodenticide Use (CRRU) attended the highly prestigious Oxford Farming Conference. Attended by government ministers and industry leaders, CRRU took its message to the world of agriculture. Representing CRRU, Jonathan Peck, right, was delighted to welcome Natural England's chief executive, Dr Helen Phillips, onto the stand. Dr Phillips said: "In the farming sector, our role includes protecting the environment and eliminating detrimental activities. The availability to farmers and land managers of the BASIS-accredited Wildlife Aware courses for pest controllers is very supportive of these priorities." In addition, Jonathan Peck was also interviewed by the Radio 4 ***Farming Today*** programme on rodenticide resistance and the significance of environmental awareness.

read more on the web WWW

Parasitec packs-up and goes to Algeria

Parasitic 2009 was held at the end of November in Maghreb, Algeria. Over 300 visitors from 11 countries attended with 32 companies exhibiting representing nine countries. This included Killgerm and PestWest who flew the flag for the UK.

Parasitic for 2010 returns to Paris. It will be held on 17-19 November.

Industry looses two more members

It is with deep regret that we have to report the sudden deaths of Sam Osili, managing director of Pestfree Environmental Services based in Rushden, Northants and also well-know bird management expert, Nigel Horton.

Sam died whilst on holiday in Nigeria. Born on 5 October 1954, Sam was a well-known, larger-than-life character, and highly respected in the pest control and food industries. He worked in the food industry for 20 years in various technical and managerial roles for such companies as Unilever, ABF and Northern Foods. In 1999 he set up his own pest control servicing company – Pestfree Environmental Services. From an initial standing-start, Sam's hard work, commitment and passion meant the operation soon grew, and now offers nationwide coverage.

Nigel Horton passed-away suddenly at his home in Southport on 1 December. Nigel spent more than 25 years with the UK Government's Aviation Bird Unit, firstly a part of the Ministry of Agriculture's Pest Infestation Control Laboratory, which became the Defra's Central Science Laboratory's (CSL, now FERA) Birdstrike Avoidance Team. Following a period of illness, Nigel retired from government service in 1995 and set-up his consultancy – NH Bird Management. Nigel was a down-to-earth and practical man, appearing happiest on the airfield or lecturing to aviation personnel. He was never afraid to speak his mind and he combined his honesty with great kindness, generosity and a sense of fun.

Sam Osili

Nigel Horton

read more on the web WWW

Survey of urban mammals

The People's Trust for Endangered Species has published the results of its annual survey of urban mammals, called ***Living with Mammals***. In 2009, volunteers surveyed mammals across 500 urban sites in the UK. The survey records the public's observations of mammals and their telltale signs in the built environment. Results of interest to pest controllers are:

- 21 individual species of wild mammal were identified;
- Bats were recorded at 54% of sites; the grey squirrel at 72% and foxes at 59%;
- Hedgehogs were at 36% of the sites, their numbers have steadily declined since 2003;
- Badgers are more abundant in the South West, being found at a third of sites compared with a fifth of sites in the South East.

It wouldn't be very hard to survey this urban fox!

Congratulations

read more on the web WWW

It's great to hear of industry members being recognised. Our congratulations go to the following industry leaders.

Rob Smith, Professor at the Universities of Huddersfield and Leeds, has been reappointed to the Advisory Committee on Pesticides to serve for three years. Rob has already served on this committee for seven years from 2000 to 2006, including three years as Deputy Chairman and three years as Chairman of the Environmental Panel.

Dave Oldbury, group manager of the Pest Control Division of Manchester City Council and also secretary to the CIEH National Pest Advisory Panel, was awarded a Fellowship of the Chartered Institute of Environmental Health (CIEH). A Fellowship is the highest honour the CIEH bestows. Dave said: "It came as a complete surprise to me as I had no idea that I was even being considered for a Fellowship."

Dr Moray Anderson, technical director of the Killgerm Group, has become an Honorary Professor in the College of Engineering and Physical Sciences at the University of Birmingham with effect from 1 January 2010.

This post was in recognition of his involvement with the university – notably in the post graduate training of environmental health students and food safety, hygiene and management post graduates. This latter course is administered by the School of Chemical Engineering, hence the title of the professorship.

At its annual luncheon held in London, the Society of Food Hygiene Technology (SOFHT) awarded a fellowship of the Society to **Chris Turner**, general manager of Hampshire-based Rokill Pest Control. SOFHT fellowships are awarded at the discretion of the SOFHT council to members who have contributed exceptional and outstanding service to the Society.

Rob Smith

Dave Oldbury

Moray Anderson

Chris Turner

Get more news at www.pestmagazine.co.uk where you see this symbol

read more on the web WWW

New civil powers for environmental law enforcement

On 3 February, it was announced that the Environment Agency and Natural England became the first regulators to be given new civil powers that will give them greater flexibility to enforce environmental law, making the system more efficient and effective for both regulators and businesses.

The range of new civil powers given under the Regulatory Enforcement and Sanctions Act 2008, will increase the options available to regulators and include fixed and variable monetary penalties and compliance notices. The sanctions will provide an alternative to criminal prosecutions for regulators which is more proportionate and reflects the fact that the majority of non-compliance by businesses is unintentional.

So how is this likely to affect the professional pest controller? Commenting on behalf of Natural England, Paul Butt said: "These powers may have implications in the future, especially where breaches of wildlife licence conditions occur."

Network sold to P+L

It was announced, just before Christmas, that the sale of Network to P+L Systems had been agreed. This comes as a result of BASF's divestment of Network following its acquisition of Sorex at the end of 2008.

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Best new product the search begins...

Pest is to make an annual award for the most innovative new product launched onto the UK professional pest control market.

"This exciting new award will recognise the product that our readers feel has made the greatest improvement to their lives and/or working practices," explains ***Pest*** editor, Frances McKim. "Products will be nominated by ***Pest*** readers and the winner will be chosen by ***Pest*** readers," she adds.

An innovative market

Pest control is a very inventive and resourceful market. People are always coming-up with new ideas to make practical pest controllers' lives easier or more professional. New developments have also been brought about by regulatory change – for example the numerous variations of rodent boxes developed to accommodate all varieties of bait, offer secure anchorage, company personalisation, in-built insect monitors and so on.....

Nor must we forget the new active ingredients introduced by research-based chemical manufacturers – where would we be without them? Also the exciting ways that actives can be developed for example, new delivery methods, formulations or mixtures with other actives to offer a greater range of target pests, or speedier results.

New technology brings with it opportunities too. What about GPS tracking systems, palmtop computers and remote internet access with purpose-built pest management software?

"It is to recognise all this innovation, that we are introducing this award," says Frances. The process is simple, yet the kudos to the products selected will be great. The manufacturer/distributor of the winning product will be able to display the ***Pest*** Best New Product Award 2010 logo on packs, literature, websites and the like.

Rules of engagement

1. Only commercial pest control products can be nominated. Services, promotional schemes, special offers and the like are excluded;
2. Products nominated must have been launched after 1 April 2009 and before midnight on 31 August 2010;
3. Products must have been fully commercially available during the time period shown in 2 above. Products supplied free for trials purposes cannot be entered;
4. Only products sold in the UK are eligible;
5. Entries must be made via an official nomination form, either printed or via the website, as supplied by ***Pest***;
6. Readers can submit up to five products per nomination form but can only nominate the same product once. You can send in an unlimited number of nomination forms;
7. Readers may vote for their top three products, but may only submit one voting form;
8. Entries submitted after midnight on 31 October 2010 will not be counted.

best product award 2010 pest

Pest readers are in the driving seat. Throughout the year, ***Pest*** publications will update readers on progress and provide opportunities for product nominations, before, finally giving you the chance to vote for the product you feel has been the most innovative – the product which has made the greatest improvement to your life and/or your working practices.

Here's what will happen:

- **1 February 2010** – ***Pest*** Best New Product Award announced;
- **1 February to 31 August** – ***Pest*** readers can nominate their selected products;
- **1 September** – product shortlist drawn-up from nominations;
- **1 September to 31 October** – readers vote to find the winner;
- **1 November** – all votes counted;
- **3 November** – award announced at PestTech.

Qualifying period

Whilst the intention is for this to be an annual award, in this very first year we are extending the qualifying period. For the 2010 award, any product launched between 1 April 2009 and 31 August 2010 can be nominated. This means all products introduced at PestEx 2009 can be considered.

So, nominations for the best new products 2010 are now open! Use the form below to put-forward those products you consider to be the most innovative. Remember, they must have been launched after 1 April 2009 – those introduced any earlier will not be included.

Nomination form

I would like to nominate this/these products(s):

1

2

3

4

5

Name:

Organisation:

Tel:

Email:

SEND YOUR COMPLETED FORM to *Pest* Magazine, Foxhill, Stanford on Soar, Loughborough, Leicestershire LE12 5PZ

For all the legal stuff visit www.pestmagazine.co.uk/content/newsitem.aspx?id=314

On-farm rodent control
A case for the professional?

At ***Pest*** publications we are very keen to take an issue and look at it from different perspectives. Here we are delighted to record the results of a recent survey undertaken in a leading national farming newspaper (*Farmers Guardian*) and organised by BASF Pest Control Solutions. The subject researched was on-farm rodent control – a topic which frequently raises debate. So, we have not only covered the results of the survey, but have also asked three members of our ***Pest*** Technical Advisory Board to put forward their own, sometimes controversial, views on selected topics surrounding on-farm rodent control.

Survey reveals room for improvement

There is considerable room for improvement in farm rodent control across the country reveals the latest national study, opening-up valuable opportunities for professional assistance to meet growing farm hygiene needs and time constraints.

The study, conducted in late 2009 by the leading agricultural newspaper, *Farmers Guardian* with BASF Pest Control Solutions, involved over 90 separate holdings spanning a broad range of enterprises spread over nearly 32,000 acres from Orkney in the north, to Devon in the south and from Anglesey in the west, to Norfolk in the east.

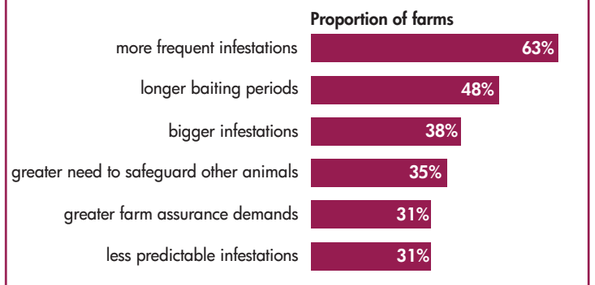
The overwhelming majority of farms experienced both rat and mouse problems at some stage in the year, with rat infestations rated considerably more serious by most. Dairy units experienced noticeably greater rat problems than pig and poultry, arable or beef and sheep holdings. The greatest mouse pressures, on the other hand, were felt by pig and poultry producers, whilst the least were on arable units.

Every farm carried out some rodenticide baiting in the year, over 90% undertaking three or more cycles. More than half the arable and pig & poultry units baited six or more times over the 12 months compared to around a quarter of beef, sheep and dairy producers.

Unsurprisingly perhaps, the winter months saw the greatest rodenticide use, with over 70% of farms baiting in each month from September through to February. Baiting fell-off slightly in March and declined steadily from April to June before picking up again from July. Even so, fully 15% of farms used a rodenticide in June. The fact that these were almost equally divided between the four different enterprise types underlines a broad need for year-round control.

"Every farm can identify at least one way in which they are finding rodent control more challenging these days," reveals study co-ordinator, Alex Heimsch of BASF Pest Control Solutions. "Bigger and more frequent infestations and longer baiting periods are considered the three greatest challenges. A greater need to safeguard other animals, greater farm assurance demands and less predictable infestations are also identified as key control challenges by many," (Figure 1), explains Alex.

Figure 1: Key farm rat control challenges 2009



Source: Farmers Guardian/BASF Pest Control Solutions National Farm Rodent Control Survey 2009

Rat heaven is a neglected oustide area

"This underlines the extent to which rodent control pressures are bearing down on farms from all sides these days. Rat and mouse infestations are becoming more problematic and less predictable. At the same time, there is a growing need to demonstrate good control for farm assurance purposes. And baiting has to be increasingly secure to protect non-target species which can seriously limit its effectiveness in some cases; especially so with less and less time available on most units.

"Today's pressures really put the onus on the best possible rodent control practice at all times," he insists. "This and the fact that many farms are falling far short of the ideal in their DIY baiting suggests valuable opportunities for professional service provision.

"Our study shows only 4% of farms are currently employing all six of the most important elements of best rodent control practice," he points out. "Half are using two or fewer elements and 15% none whatsoever (Figure 2). So, most farms have considerable room for improvement in rising to the current control challenge.

"With difenacoum the rodenticide of choice on seven in every ten units, three quarters opting for wheat-based baits and fully half utilising our high-tech, Fortec-enhanced Neosorexa Gold for more rapid and reliable uptake and control, farmers clearly appreciate the value of the latest rodenticide technology in their control efforts.

"But they need to concentrate on improving the accuracy of their bait point siting, the number of bait points they use, the frequency with which they top them up and the extent to which they rodent proof alternative food sources in particular.

"While many farmers are currently baiting widely in several important locations around the farmstead, most could undoubtedly profit from extending their rat baiting beyond the immediate surroundings of stock buildings, grain and feed stores and hay and straw stacks too. Rough ground around silage clamps and waste storage areas tend to be well used for burrows, yet the majority of farms don't target them for baiting.

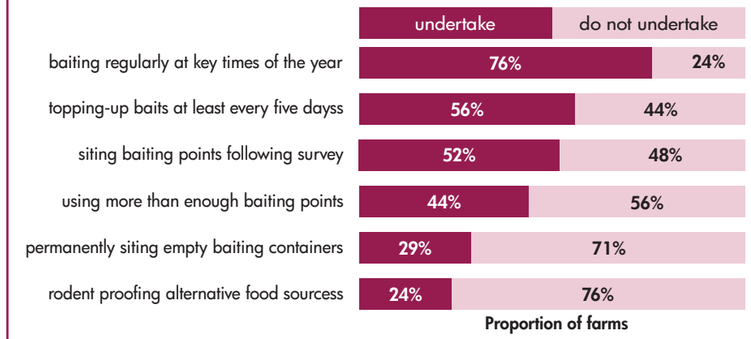
"Equally, in tackling rats we know it really helps to permanently site empty bait containers in key locations to overcome their natural wariness of new things. Yet this is something less than a third of farmers currently do."

Thankfully, rodenticide resistance still does not appear to be a major issue with either rats or mice on most farms. The majority of farms in the latest study rarely, if ever, come across resistance in either rodent species. And the majority of those considering they may have a problem are not finding poor control following good bait consumption, so are unlikely to be encountering real resistance.

Overall, the figures suggest around 6% of units across the country may be facing real rodenticide resistance in rats and just 2% in mice on a regular basis, while around 10% could be experiencing occasional resistance problems in both cases.

"It's surprising how often apparent resistance can be overcome by improving either the rodenticide used or the way it is employed," stresses Alex Heimsch. "So, practical improvements in these areas are likely to pay the greatest dividends. And with time at such a premium on so many units these days, they may well find employing an experienced professional service gives them the best of all possible worlds."

Figure 2: Key farm baiting practices 2009



Source: Farmers Guardian/BASF Pest Control Solutions National Farm Rodent Control Survey 2009

Rats find a way around most building defences

Ideal rat burrowing territory

Typical rat run

More evidence of rodents at work

Protecting bait from non-target animals is essential

Rodenticide resistance on-farm?

Dr Alan Buckle of Reading University feels this maybe a greater problem than is appreciated.

There is no doubt that resistance to anticoagulants is becoming a bigger problem for rat control on farms. No specific recent surveys have been done, but it is common knowledge that there is a major area of resistance in Central-Southern England and another on the Anglo-Welsh border, around the towns of Welshpool, Shrewsbury and Oswestry. Other resistance areas are known in such far flung places as Yorkshire, Kent, Norfolk, Gloucestershire and South-West Scotland, but we know nothing about the up-to-date geography of any UK resistance focus.

The tell-tale sign of resistance is that rats continue to take baits over many weeks, with little sign of significant reduction in infestation levels. But the only way to be 100% sure of resistance is to send tail-tip samples for DNA analysis. This is now done routinely at Reading and Huddersfield Universities. The cost of such testing is much less than the costs of repeated visits to put down rodenticides when there is little chance of success.

What do you do if you find you have resistance? That is a complicated question to answer because many of these resistances result in different levels of susceptibility to rodenticides. For example, in Wales, difenacoum and bromadiolone baits still retain a high degree of effectiveness. While in parts of central-southern England these compounds are virtually ineffective. Brodifacoum and flocoumafen are fully effective against all resistant rat strains but the 'indoor only' restriction makes them useless for resistance management. The current position adopted by the UK regulatory authority, to deny the use of these compounds when resistance to bromadiolone and difenacoum is found, is nonsensical and is directly responsible for the increasing spread of resistance in the UK.

If you think you have resistance

So if you think you have resistance, the first thing to do is to examine your baiting records. If bait takes have been high over several weeks, with no sign of a significant reduction in the infestation, you must suspect resistance. Then speak to your rodenticide distributor or manufacturer, who may know more about resistance in your area. Another important source of information is the UK Rodenticide Resistance Action Group (RRAG), which can be contacted through the British Pest Control Association (BPCA) and the National Pest Technicians Association (NPTA). If you are in a known resistance area, one of these sources will be able to give advice about what baits will work best. If you are on the borders of a resistance area, or there is none known near you, a DNA test will give you the proof you need.

One thing is certain, continued use of ineffective products will only make the resistance situation worse. What's more, the prolonged use of ineffective rodenticides in resistance areas is an important cause of the rodenticide contamination of wildlife that we hear so much about these days.

It is high time the Health & Safety Executive (HSE) took a look at its 'indoor only' restrictions on brodifacoum and flocoumafen. This policy is not only a disaster for resistance but it is also bad for wildlife, because prolonged applications of useless rodenticides result in widespread and unnecessary wildlife contamination.

Who classifies as a 'professional' user?

Adrian Meyer uncovers clear evidence of farm rodent activity

Adrian Meyer of Acheta explores this often hotly debated issue.

One of the questions that arises on a regular basis from pest controllers relates to the definition of a 'professional' user of rodenticides as defined by the Health & Safety Executive. What is a 'professional' user and who may purchase rodenticides restricted to professional users?

One might think that the word 'professional' might restrict the rodenticides in question to those who provide a paid rodent control service to customers. This is not the case, the definition is much more wide-ranging than this and includes "anybody who undertakes rodent control in connection with their business." Thus, a farmer who controls rats on his farm, as a part of his farming business is a professional user of the rodenticide. A newsagent who undertakes house mouse control in his business is a professional user, a restaurant owner who uses rodenticides in his restaurant is a professional user. In fact anybody who runs any business and uses rodenticides within that business is a professional user!

The Control of Pesticides Regulations still require such users to be both trained and competent to use these rodenticides – in exactly the same way as it applies to those who provide a paid for pest control service. But there remains no indication as to exactly what level of training and competence is required.

Perhaps it is time to require all professional users of rodenticides to reach an identified level of competence before they may use rodenticides. Users of 'agricultural' pesticides must be qualified before they can use these products.

Now may well be the time to extend this requirement to professional users of rodenticides?

Can you pass the pest test?

Take the Pest Test

BASIS has made two PROMPT CPD points available if you can demonstrate that you have improved your knowledge, understanding and technical know-how by passing the ***Pest Test*** and answering all our questions correctly. So read through our feature on-farm rats and then complete the questions below.

Try to answer them all in one sitting and without referring back to the article. **Take care as some questions may have more than one correct answer so tick all the answers you believe are correct.**
SEND COMPLETED QUESTIONS to: ***Pest*** Magazine, Foxhill, Stanford on Soar, Loughborough, Leicestershire LE12 5PZ
We will contact you with your result and if all your answers are correct we will send your details to BASIS who will credit the CPD points to you.

1 On-farm rodent baits should be appropriately laid?

- a) Where rat runs are spotted ☐
- b) Around grain and feed stores ☐
- c) Where ground is rough & around silage clamps ☐
- d) Around and within the farmhouse ☐

2 Farmers are finding rodent control more challenging because?

- a) Some rodents are resistant to anticoagulants ☐
- b) Bigger and more frequent infestations ☐
- c) The average size of rats is increasing ☐
- d) Increasing demands of Farm Assurance Schemes ☐

3 Which of these rodenticides can legally be used outdoors?

- a) Difenacoum ☐
- b) Brodifacoum ☐
- c) Flocoumafen ☐
- d) Warfarin ☐

4 If rodenticide resistance is suspected, you should?

- a) Increase the amount of bait laid ☐
- b) Consult your regular rodenticide supplier ☐
- c) Give-up and admit defeat ☐
- d) Have rat tails tested for resistance ☐

5 The Health & Safety Executive classify a professional as?

- a) A newsagent who controls mice in his shop ☐
- b) Anyone who controls rats in connection with their business ☐
- c) A home-owner who controls mice in his shed ☐
- d) A farmer who controls his own rats on his farm ☐

6 Anticoagulant rodenticides are labelled to protect wildlife because?

- a) Non-target animals can accidentally eat the baits ☐
- b) Baits are expensive and shouldn't be wasted ☐
- c) They are hazardous to all warm-blooded animals ☐
- d) Avoiding wildlife exposure makes it easier to control rats ☐

Name:	Tel:	PROMPT registration number:
	Email:	

Protecting wildlife on the farm

By using rodenticides inappropriately, farmers run the risk of killing more than just the rodents. **Rob Smith**, Professor at the Universities of Huddersfield and Leeds, explains.

Rat poisons do not just kill rats. That is unfortunate but it goes with the territory of controlling mammal pests using poison. All mammals (and birds too) are very similar in their physiology and particularly in the blood-clotting mechanism, which is the target of the only legal rat-poison baits we have left in the UK, i.e. anticoagulants. Anticoagulants are hazardous to all warm-blooded animals and indeed probably to all animals with backbones. It is also unfortunate that anticoagulants persist in bodies and can move through the food chain to the predators of rats, including charismatic birds such as the red kite. This is why the label instructions for anticoagulants give specific instructions to protect wildlife that include both protecting bait points and collecting/disposing of rat carcases.

So which other animals ('non-target' species) are at risk from rat poison? Twenty-five years ago, the main concerns were children, pets and livestock but we now know that various wild animals are accidentally poisoned because of normal rat control on farms. These include not only the red kite, which suffers because it scavenges on dead rats, but also the polecat, barn owl and kestrel. Kestrels do not commonly prey on rats but they do eat woodmice and other small mammals and probably pick up anticoagulant poison through this secondary route. There is no bait box for rats that will keep out a mouse or vole, and predators that eat small mammals are inevitably at risk if they feed around farms where rats are controlled. This risk can be reduced by careful placement of bait and not prolonging treatments longer than necessary.

Rats – parcels of poison on legs

Farm-assurance schemes may increase the risk to wildlife if they encourage farmers to leave bait out permanently. Using insufficient bait or too few bait points is also bad practice because it puts poison bait out into the environment without controlling rats. Advice on good practice in rodent control can be found on the web site of the Campaign for Responsible Rodenticide Use (CRRU) at www.thinkwildlife.org.uk/crru-code.php.

Another factor that increases risk to wildlife is inherited resistance. Resistance means that rats carry on eating poison with no effect on themselves but a potentially lethal effect on anything that eats them – resistant rats become parcels of poison on legs! In a study of normal rat control using coumatetralyl on farms in Berkshire (with resistance) and Leicestershire (no resistance), Helen MacVicker, Alan Buckle and I found that resistant rats in Berkshire contained about five times as much poison as Leicestershire rats and were still alive. Resistance is therefore bad news for wildlife as well as for farmers.

We know that keeping a farm clean and tidy keeps rat numbers down, reduces damage and can be as cost-effective as poisoning. Why not start there as a matter of course to reduce use of poisons and save money? You know it makes sense.

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Do field biologists meet customer needs?

Dr John Simmons has worked in a variety of technical roles in the pest control industry and now specialises in independent auditing and inspection activities for the food and allied industries.

The ever more demanding requirements of the food industry have resulted in pest control contractors providing more highly qualified personnel to carry out some of the inspection work. These individuals are the field biologists. But, asks Dr John Simmons are field biologists meeting customer needs?

The history

The field biologist role actually dates back to 1969 when Rentokil, as part of their Special Reporting Service, advertised in *New Scientist* magazine for 'Insect Infestation Inspectors'. Graham Crowe was the first in the role, starting in March 1970. He was followed some time later by four others, who covered the whole of the UK between them. Outlining the underlying reason for creating the role, Graham explains that Rentokil had a virtual monopoly on servicing Marks and Spencer suppliers at the time, and that there had been a number of pest-related customer complaints relating to baked and confectionary products. A meeting was held with the Marks and Spencer hygiene department and it was decided that Rentokil would take on a graduate biologist who would be trained at their R&D facility.

Elaborating further, Graham explained that: "Initially, 'the 'triple-I's' were allowed more or less unlimited time to carry out detailed inspections of food industry sites. In particular flour mills and bakeries where they discovered widespread, and previously unreported, insect infestations." The role then became an integral part of the Rentokil's flagship Special Reporting Service. The late John Bull, then head of the R&D department, eventually coined the title 'Field Biologist', one which has since become standard throughout the industry.

The food industry pest management requirements keep on increasing

Qualifications

Although formal qualifications are not normally specified for the field biologist grade, by its very nature the title traditionally implied a graduate, preferably of a biological science subject. Only in recent years has a recognised qualification become available, with the development in 2006 of the BPCA's Certificated Field Biologist (CFB) qualification. In fact, at this time, two new qualifications were added to the BPCA's portfolio, with the Certificated Technical Inspector (CTI) grade also introduced. Broadly, it was intended that these two grades would service different 'tiers' of client:

- **Field biologist** – a highly experienced pest controller, who may or may not be a graduate, but has all the knowledge and experience required to carry out inspections in complex food manufacturing sites;
- **Technical inspector** – an experienced technician who provides an inspection service to less complex and/or smaller food manufacturers, warehouses, retail sites etc.

The CTI grade may be attained simply by meeting the established criteria and submitting a portfolio of evidence. Criteria also have to be met for the CFB grade, but a challenging exam has to be passed as well:

Pre-examination criteria:

- BPCA Part II/Accredited Technician in Pest Control;
- Two years practical experience;
- Level 3 (Intermediate) Food Safety;
- Membership of the BASIS PROMPT CPD scheme;
- Food and Drink Safety Passport; a health and safety based qualification;
- A portfolio demonstrating practical experience of inspection work in such site types as food manufacturers, warehouses and hospitals.

It was hoped that the CFB qualification would raise the profile of Field Biologists in the eyes of both contractor and client. However, at the time of writing this has certainly not been the case, as there are still less than 20 CFB's out there.

So one has to ask why there are still so few field biologists? Perhaps the answer lies with some, or all of these reasons:

- Maybe BPCA could have been rather more proactive in their promotion of it?

- Perhaps some of the larger pest control companies could have been more proactive in taking it up? Maybe in doing so they would have gained a competitive edge?
- Disappointingly, few food manufacturers have specified this qualification as part of their requirements for those companies tendering for their business. Is this because they don't know about it? Is BPCA at fault in not promoting it sufficiently?

Concerning the last point, as an industry do we really have to wait for our customers to drag us out of the qualifications Dark Ages?

The field biologist service and report

The field biologist, in essence, supports the work of the pest control service technician by carrying out more in-depth inspections of a customer's premises, particularly within the more complex food manufacturing sites. It is essential that the biologist possesses knowledge, experience and appreciation of:

- The scope and content of the food industry standards to which the site is working;
- The food manufacturing processes within that site;
- The full range of pest monitoring and control techniques available, not just those which their employer might choose to have available at that time;
- How to use pest monitoring data to effectively target control measures;
- Their quality assurance role and responsibilities.

What about food manufacturing standards?

The most common standard to which food manufacturers work in the UK, and increasingly in mainland Europe, is the British Retail Consortium Global Standard for Food Safety, issue 5 of which

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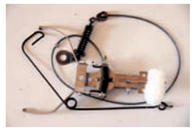

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Essential tools of the trade for field biologists

came into effect in 2008. There are a number of points relevant to the biologist inspection service in the guidance that accompanies this standard:

1 Higher-level qualifications and experience are desirable for field biologists. It doesn't mention that they must be graduates, so the CFB qualification is ideal.

2 Technician and field biologist inspections should not be carried out simultaneously. No reason is provided for this, but it is probably because the end result is generally that neither person individually inspects the whole site.

3 The inspection report should include reference to areas inspected, even where no problems have been found. Very few biologist reports currently include this, most being simply a list of issues requiring attention. If an area has been inspected and found clear then it is very quick and easy to say so. It is the contractor's evidence that they have inspected that area, and the food manufacturers evidence that they have no problems there.

4 The report should include:

- Review of the adequacy of the current pest control system;
- Recommendations concerning alternative proactive pest management practices;
- Recommendations concerning improvements in site standards;
- Check if the pest control documentation is up-to-date.

How many field biologists can put hand-on-heart and say their reports fulfill all of these requirements and objectives?

A little bit of flour goes a long way for a beetle

A thorough inspection means hand and knees are essential

To conclude

The field biologist is the most important person working for a pest control contractor servicing food manufacturing sites. They are the technical expert, who the customer is relying on to guide them.

The biologist must remember the objectives of the inspection:

- Determine the current levels of pest activity throughout the site. This should not be a matter of mere bait checking but should encompass the whole of the site, especially in less accessible areas such as voids and cable runs, where pests are more likely to be active;
- Check the quality of work being carried out by the technician;
- Review the currency of all pest control related documentation;
- Suggest alternative approaches to resolving problems. To do this they must keep up-to-date; hence the Continuing Professional Development requirement of the CFB qualification;
- Liaise with senior site or group management.

The inspection itself will often be complex and will sometimes incorporate checks within manufacturing plant during shutdown periods. This will require knowledge of both the product and process, to determine which plant is more likely to have pest issues, and where they are likely to be located.

Sadly it is still the case that the biologist service is often viewed by the contractor as a necessary evil to add-on to the main contract work, and so is allocated little financial value (sometimes none!) within the contract set-up. Surely this is the part of the contract with greatest value, as it is the most highly experienced personnel who are fulfilling it!

Contractors are quick to moan that customers are not willing to pay for a quality service. Have they ever considered whether the service they are providing can be described as 'quality', allowing them to demand the price they want in order to deliver it? Why should a client be willing to pay a premium for a service that tells them what they already know!

Food industry comments

Having worked with major food manufacturers for many years, some of the more common comments that we have heard concerning typical field biologist inspection reports are that:

- Inspections are carried out by senior technicians who, though experienced, may not possess relevant qualifications. From a food manufacturer's due diligence viewpoint the written qualification is probably as valuable as the actual technical expertise of the inspector;
- Recommendations concerning alternative approaches and strategies, for example, changing bait formulations, upgrading moth monitoring, using techniques such as heat or cold etc., are often not forthcoming;
- Reports are sometimes just a list of recommendations, most of which involve additional cost, usually to the benefit of the contractor;
- Recommendations tend to be generalised, rather than highlighting specific issues which can be actioned and signed off. Comments such as 'clean all spillages' and 'proof all holes' are of little or no value;
- Reports lack photos. An easy to include service in these days of digital photography;
- Reports lack any form of quantitative assessment of either our (the customer), or the contractor's performance.

In conclusion, sometimes the report produced is little more than a sales tool for the contractor. Alternatively, and probably worse, the content is limited in its scope and lacks any real detail. Reporting day spillage and gaps under doors is NOT the be all and end all of the field biologist's role. Finally, the QA role of the inspection is often missing or, if undertaken diligently, is ignored by the contractor's senior management.

Mice with clogs on!

The *Glis glis,* otherwise known as the edible or fat dormouse, can be a localised problem in the Luton, Aylesbury Beaconsfield area, but is it poised for population expansion? Richard Strand from Pest Information Consultancy reviews the current situation.

Illustration: John Vernon Lord, from Lewis Carroll's 'A Mad Tea- Party', Alice's Adventures in Wonderland, Artists' Choice Editions, 2009.

In 1902, following a visit to Hungary, Baron Rothschild brought six live edible dormice (*Glis glis*) back home to his country estate at Tring in Hertfordshire. Some, or all, of them escaped and discovered that their local environment suited them very well.

A hundred years later we have a localised pest problem caused by these creatures in an area of approximately 200 sq miles in a triangle between, Luton, Aylesbury and Beaconsfield. Their numbers are now estimated at between an official 10,000, or according to the popular press 'hundreds of thousands'.

© Michael Hanselmann

Glis glis resemble a small squirrel about eight inches (20 cm) in length with grey fur and a bushy tail

Glis glis is commonly known as the edible or fat dormouse. The Romans regarded them as a delicacy, keeping them in clay pots as a snack. They are still eaten to this day in Slovenia.

They hibernate for seven months of the year, leading to the acquisition of their name which comes from Anglo-Norman dormeus, which means 'sleepy (one)'. The word was later altered by folk etymology to resemble the word 'mouse'. This sleeping habit led to various nicknames such as 'the seven sleepers', in addition to the appearance in Lewis Carroll's Alice's Adventures in Wonderland where the frequently asleep dormouse sat between the March Hare and the Mad Hatter during the Mad Tea Party.

Glis glis resembles a small squirrel about eight inches (20 cm) in length with grey fur with yellow or white underneath and a bushy tail. They have large rounded ears and small, dark eyes that look larger than they are as they are encircled by rings of darker fur. They produce one litter of up to 11 young per year in late summer. Their normal habitat is in woodland in central and southern France, northern Spain and southern Europe, where they spend most of their time in the tree canopy.

As may be expected from their preferred habitat, they are agile climbers and they tend to have a fairly restricted home range of about 100 m in diameter. They are nocturnal, sleeping during the day in tree hollows or compact nests built from twigs.

They live together in loose colonies although there is little obvious hierarchy within the groups. They have an omnivorous diet including nuts, seeds and grain, some insects and the occasional small bird, but with a high proportion of fruit – particularly apples. They are renowned for decimating apple stores and for killing saplings by stripping them of their bark.

In some respects these little creatures are endearing. Apart from looking cute (described by some as 'an evolutionary trait to prevent its wholesale extermination'), they entertain by running up vertical window panes and then sliding down them. They are also quite vocal making a 'woofle, woofle, woofle' sound. One observer noted that they made a sound like a lawn mower (the author is unsure whether petrol or electric; rotary or cylinder!)

In their continental European environment these rodents will hibernate outdoors, but in our rather cooler climate hibernating *Glis glis* head indoors. And herein lies our problem as they choose attics, lofts and farm buildings.

Once installed in a roof space they are both noisy and destructive. Householders affected by them describe them as 'jumping about all night long'. More seriously they, like other rodents, chew through cables and pipes. As the Chiltern's boast some of the most expensive real estate in the country, it is not surprising that the owners and occupiers have the ability to make their displeasure at the invasion, well known.

The other problem that residents face is that *Glis glis* is a protected species under the Wildlife and Countryside Act 1981. It might seem unusual for an invasive species that has been resident in the UK for little more than 100 years to merit protective status, but Gliridae are protected under the 1979 Berne Convention on the Conservation of European Wildlife and Natural Habitats, to which the United Kingdom is a signatory.

As with squirrels, householders can attempt to prevent the creatures getting into their roof spaces in the first place. Tree branches overhanging the roof should be cut back and, whilst the loft is free of the animals, holes and gaps should be blocked with chicken wire to prevent access without inhibiting ventilation.

Glis glis can only be controlled under the General Licence issued by Natural England. This licence (WML/GenL27) has recently been amended and can be found on the Natural England website at www.naturalengland.org.uk/ourwork/regulation/wildlife/species/edibledormice.aspx#legal. Before using this licence, individuals must register with Natural England. The purpose of the licence is to preserve public health and public safety or for the purpose of preventing serious damage to crops, fruit, foodstuffs for livestock and growing timber.

Only spring traps authorised under 'The Spring Trap Approval (Variation) (England) Order 2007' may be used to kill the Edible Dormouse. These include the Solway Spring Trap Mk 4, the Solway Spring Trap Mk 6 and the Kania Trap 2500, or any spring trap which is equivalent in all respects. Live capture traps may also be used. As with other non-native species, once caught the animals must be destroyed humanely as they cannot be released back into the wild.

A record of all *Glis glis* captured must be kept and submitted to Natural England Wildlife Licensing Unit.

For most pest controllers then, this pest is something of a curiosity. A pest that most are unlikely to encounter. It has been observed, however, that year on year, their range is spreading; slowly at present, but if conditions suit……..

© Erica Olsen/FLPA

The edible dormouse is renowned for damaging apple stores

Beneficial insects
against stored product pests

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Open your eyes to China

What's happening in the pest management industry in China? Is it a land of opportunity, or a place where you're likely to get your fingers burned? International business strategy expert Rob Fryatt from Xenex Associates asks what China means to you?

Quality consumer packaging for glue boards – one of the biggest selling products in China

The Bird's Nest stadium from the 2008 Olympics – the first iconic symbol of the 21st century? The Great Wall – reputedly the only man-made structure visible from space? or, the nation which comprises 20% of the world's population – a staggering 1.2 billion people? All these things are China and more...

Is China a country, or is it a continent? It stretches from the frozen Mongolian Steppe to the tropical holiday island of Hainan. It is much more like a federation of states with a shared ideology.

Whatever it means to you, there is no doubting its future. Only just into 2010, and already it is claimed that China is the world's second largest exporter, overhauling Germany. And almost the world's second largest economy – poised to overtake Japan. Yet with an economy that continues to grow at over 10% each year – as it has done quietly every year for the last 15.

So with all this hype and all these BIG numbers what is happening in the pest management industry? Will this affect your business in the future?

I have been visiting China on business regularly over the last 15 years, and each time I'm amazed by its progress. The continually changing vista as buildings are torn-down and replaced in a way we in the UK could never conceive. Imagine the scenario – Oxford Street in London entirely bulldozed in a month and then six months later a Canary Wharf to replace it. There certainly used to be nine million bicycles in Beijing. But if that were the case today, there would be nine million road traffic accidents as the nine million cars driven by the newly affluent Chinese mowed them down. This is the speed of change in China. With it comes a new level of affluence that should make us think about the future.

A new level of affluence

When I first visited China, all pest control was managed by the state. Products were produced in numbered government production units, such as the Wuhan Chemical Factory Number 17. The products were allocated, district by district, to the 'party member' responsible to the Resident's Committee who instructed each resident of their obligation to control rats or cockroaches – or whichever of the government's four target pests were the focus of the current ten year plan. Today, the China Pest Control Association (CPCA) has over 400 members, out of the registered 1,000+ pest control companies – but that is where the similarity with BPCA or NPTA ends. CPCA is formed by the Ministry of Health and the Ministry of Civil Affairs. Over 50% of the membership comes from government agencies or from government research organisations. As Huang Xiaoyun, the deputy director of the CPCA, says: "The Chinese pest control industry will surely develop. Public hygiene has an important part in the development of our country."

The author outside the Birds Nest stadium on a cold November day

Two regional pest control companies exhibiting at the FAOPMA event in Beijing

The pest control servicing industry was only opened-up to non-government investment less than five years ago. To date, the only international servicing companies to dip their toes into the water are Rentokil and Ecolab. Compared to them, the local companies such as, Jiangsu Yangnong Chemical, Dalian Sanli Shodoku, Beijing Ansun Teling, Beijing Longhua Hongchang and Wuhan Lifetai Science (literal translations from Mandarin) are the local giants, yet still in most cases, only operating in one city.

Absorbing and adapting with speed

The quality of service is way below what any European consumer or commercial company would consider acceptable – but then the price paid is much lower too. In a recent discussion with Michel Rampaud, the manager of Bayer Environmental Science based in Beijing, he commented: "Standards of technical training and commercial skills are still low in the leading pest control companies, but the speed at which they are learning is staggering. They are hungry for technology, skills and novel ideas. These they absorb and adapt with amazing speed." Interestingly Michel has been given a Chinese name by his team to make communication easier. He is called Wen Guo Bao.

My latest visit to China was last November for the annual Asian industry regional conference. In Asia they have an international confederation called the Federation of Asian & Oceania Pest Managers Association (FAOPMA) – similar to CEPA, the association for Europe. FAOPMA now comprises ten national industry associations. Each year there is a conference and exhibition which moves around the region. Last November the Chinese association hosted the event – the largest yet. The exhibition was larger than PestEx, with nearly 70 exhibitors. It was certainly good to see some UK-based companies, such as Killgerm and Russell IPM exhibiting and taking their innovative technology to the Chinese market. I am sure they were bombarded by Chinese companies wanting them to sell their own products into the market outside of China. For Chinese companies, price was always their key competitive advantage. This remains true but, increasingly the quality of their goods is moving towards Western standards.

So should the industry be sourcing from China? Probably not yet, but in the next ten years it might be critical so as to stay competitive. The reality is that, to date, the size of the market for pest management products remains too small for many Chinese manufacturers to consider it a target. The Chinese make no differentiation between consumer and professional markets. They are driven by the quest of volume production to meet the demands of the ever affluent Chinese consumer. Distributors have not, and may never, reach the high professional standards we have in Europe. Indeed, to the Chinese a distributor is just that – a trader supplying a product – not a skilled trainer, an innovator, a supporter of industry initiatives, and especially not a manufacturer.

Opportunities, yes but caution required

Today it is clear the pest control industry wishes to raise its standards towards our expected levels. But their cost base will remain low. There is an opportunity for manufactures to supply the market, but they require caution, good advice and a clear understanding of the culture and cultural practice they will be dealing with. There is considerable demand for 'upskilling' and a great need to train and develop a broadly young and inexperienced workforce – another opportunity for British companies. If you have the skills and the products, China will welcome you. Your eyes will be opened to the future super-power. Then you too will understand how China could, in the future, impact on all our lives.

Rob Fryatt and Jackson Chan (third left) of Top Chemical from Hong Kong pictured with the Directors of Beijing Longhua, the largest pest control company in Beijing

Trapping in the 21st century

Traps and trapping have played an important part in pest control for time immemorial. Paul Butt from Natural England's Wildlife Management & Licensing Team foresees a valuable future for these tools but warns that they must be used sensitively, in line with 21st century concerns.

Paul Butt from Natural England

The use of traps against both mammal and bird species has played an important role in pest control and wildlife management for as long as anyone can remember! They will continue to be a 'valuable tool of the trade' in a number of situations such as where pesticides are either not available, appropriate or effective, when capture and release is required and where targeting specific species, or individuals, is necessary.

The principles of both live capture and killing traps have changed little over the decades; although the ingenuity of manufacturers and wildlife managers has influenced their use and effectiveness. However, significant changes have taken place with regard to increased concerns about humaneness and the welfare of captured animals, the risks that may be posed to non-target species, particularly those that receive special protection, and the ways that current practices have had an influence for better or worse on how traps are deployed and managed.

Public reaction and the attitudes of welfare groups must be considered.

Legal and other considerations

There is often confusion about the legal aspects that govern traps and their use. Indeed, some of the restrictions and constraints imposed by what now seem to be outdated pieces of legislation can be contradictory and difficult to justify in the modern era.

Prime examples are:

- Apart from spring traps set in holes for rabbits and hares, there are no statutory stipulations regarding inspection intervals for the wide range of approved spring traps that can be used against species including rats, grey squirrels and feral mink. Although designed to kill, it is inevitable that some animals will be caught, held and only then succumb over a period of time. Checking on a twice daily basis will go a long way to reducing the adverse effects that prolonged, unattended use may have as there will then be the opportunity to dispatch such unfortunate animals;
- The same applies to cage or other live capture traps used against an even wider range of species from mice to foxes, with the exception being traps used against certain birds where the General Licences permitting such actions have conditions attached that include a requirement to check at least once every 24 hours.

There is also what might be viewed as an anomaly where The Small Ground Vermin Traps Order 1958 has the effect of exempting traps that are solely adapted to kill rats, mice or other small ground vermin. These include break-back traps commonly used to kill rats and mice and spring traps of the kind 'commonly' used for catching moles in their runs. In practice this means that anyone can produce traps that meet with these descriptions without the requirement for testing and approval and this runs the risk that there could be shortcomings in design and manufacture leading to humaneness problems arising from inefficient trapping mechanisms. Is it acceptable nowadays to adopt, as is the case with moles, the attitude of 'out of sight out of mind?'

Similar concerns arise regarding live capture traps most of which consist of wire mesh cages with a variety of trip and closure methods. If there are design faults or manufacturing failings such as sharp edges and exposed mesh spikes, then animals which are likely to become agitated and stressed by being captured and confined are vulnerable to injuries that could largely be avoided.

Availability and user competence

The current position in the UK is that there are no restrictions on who can sell or purchase the full range of traps. These can be obtained from major pest control equipment suppliers, local agricultural merchants, country stores and DIY outlets including garden centres. Guidance on how traps should be used is either non-existent, or limited to information provided on packaging. Of concern is the regular use of 'humane' when describing live capture traps and where the important consideration of how to deal with animals that are caught is side-stepped by using the phrase must be 'humanely dispatched'. Typically, no advice is given as to how this can be achieved. Unlike pesticides where all users, professional or amateur, must comply with statutory conditions and follow directions for use, no such requirements apply to traps. There are no training stipulations or formal requirements to be competent although responsible sectors including pest control companies, industry associations and the game keeping world have their own training programmes to ensure that standards are met and maintained.

A mink caught in a well-designed live capture trap

A wide selection of trapping devices are available for use against moles

There have been proposals and suggestions stemming from European legislation that banned the use of leg-hold traps used to capture fur bearing animals, that this should be extended to include operator training and introduce changes to the current relevant legislation. Work continues on the humaneness of spring traps that have to be tested prior to being approved for use in the UK and in the past year or two several new traps that have been used in other countries have been submitted and approved through this system. However, there appears to be little prospect of any major changes to the UK position in the short term, and so it remains the responsibility of all users to strive to improve the responsible and humane use of all types of trap.

Having said that current legislation is limited, provisions of the Animal Welfare Act 2006 are relevant. This imposes responsibilities where vertebrate animals become protected when 'under the control of man' and creates an offence of causing unnecessary suffering. This suggests that an animal trapped in a live capture trap (or even one in a kill trap that is mis-caught and suffers a lingering death due to failures to inspect) that is neglected, subjected or exposed to adverse conditions could become the subject of a prosecution.

Humane dispatch

Opinions vary regarding what should and can be defined as a suitable humane method(s) of killing captured animals.

With the exception of carbon dioxide which is restricted to use against birds taken under a relevant licence and rodents in compliance with the approval conditions, there are no chemicals approved for this purpose.

Drowning is widely viewed as an inhumane way of dispatching animals but householders and other amateurs may be tempted into such use as they have easy access to such a facility. The stated position of welfare organisations is that they would seek prosecution of anyone found to have used this technique.

This leaves two main options; shooting or mechanical means.

Shooting usually involves the use of air weapons and selecting the correct combination of rifle/pistol calibre and pellet are important considerations. This method can be used effectively against rats, grey squirrels and feral mink.

The ability of the pellet to penetrate the brain of the animal is vital. It has been demonstrated that conventional lead pellets fired from some .22 rifles and pistols may not meet this requirement. 'Prometheus', steel tipped .177 pellets fired from a low powered pistol (rated at 3-4 foot/lbs) have been shown to be effective providing the pellet is accurately placed. The use of a 'comb' or 'fingers' that can confine the animal to one end of the trap makes this task much easier.

Mechanical methods usually consist of administering a physical blow for example where squirrels have been caught in cage traps, then running the animal into the corner of a hessian sack where the head can be identified and a suitable object used to inflict a swift and effective kill. A similar technique can be used where rats and mice are caught on glue boards where both trap and rodent placed in a strong, clear plastic bag will assist with efficient dispatch.

If shooting is the selected dispatch method it is important to chose the right combination of rifle/pistol calibre and pellet

Live capture traps are widely available but many amateurs are reluctant to dispatch what they trap

Using neck dislocation to dispatch rabbits requires practice and some dexterity and is not a method that most householders are prepared to use having caught rabbits in their gardens.

Garden centres and other retail outlets sell live capture traps for use against moles. These are placed in the tunnels. Once again, there are obligations on the user (moral and possibly legal) to inspect frequently and deal with any captures. Moles become stressed when caught and are likely to die as a result. This raises a fundamental question about the justification of this technique. Many amateurs are reluctant to deal with target species despite having taken the decision to set traps. A way of avoiding this unpalatable task is to release animals onto someone else's land which raises humaneness concerns about the transportation of animals and them possibly being introduced into unsuitable habitats, let alone creating problems for other occupiers! It is an offence under the Wildlife & Countryside Act 1981 to release grey squirrels, feral mink or other non-indigenous animals into the wild.

Continuing role

Traps of all types will continue to play an important part in dealing with problem animals but the wildlife management sector, in its widest context, should be aware of public scrutiny and the adverse publicity that misuse or ignoring welfare aspects will attract. By complying with both legal considerations and good practice we can go a long way to ensuring that any opposition is ill conceived rather than providing ammunition that can form the basis for criticism that will also reflect badly on the Industry as a whole.

Observations on trap use

There are a number of specific concerns that have occurred or been raised relating to trap use. These arise in several ways including incidents resulting from use or mis-use and where reports are received that highlight problems encountered in practical situations. Good basic training combined with the benefit of experience gained in the 'field', enable correct and proper decisions to be made.

The nature of trap use dictates that the operator must take account of variable conditions and situations and respond to these by how, when and where it is decided to apply these techniques. Examples that illustrate this point include:

Outdoor protection of approved spring traps

There are two instructions in the conditions of using such traps that must be complied with but that are open to some degree of interpretation. The first, applicable to those traps that were approved some time ago state; '***set in a natural or artificial tunnel which is, in either case, suitable for the purpose***' and more recently, '***set in a natural or artificial tunnel which is suitable for minimising the chances of injuring or killing non-target species whilst not compromising the capture and killing of target species***'.

Two illustrations of where problems can arise in this respect are:

- Where Kania 2000 traps are attached to tree trunks to catch grey squirrels and no tunnels are fitted. This failure has resulted in the killing of protected bird species;
- The use of a spring trap on a log crossing a stream where the wire mesh tube installed to limit access is providing inadequate protection to non-target animals that might also use this location.

The basic principles, in the absence of specific guidance or instructions, should be to carry out an assessment that identifies the presence and risks to other species in the proposed trapping location and that any tunnel used must be sufficiently robust and have access limited so that only the target animal can enter.

Cage traps – welfare aspects

Any animal captured will immediately become vulnerable to a number of adverse factors.

The wire mesh installed here is providing inadequate protection to non-target animals

Protected species can find themselves caught in Kania traps unless tunnels are fitted

These include:

- Environmental aspects such as the possibility of flooding and exposure to adverse weather conditions particularly extremes of temperature – both heat and cold and heavy snow or rainfall;
- Human or other presence, such as walkers with dogs, that may lead to increased stress and greater risks of injury and interference or vandalism;
- Predators including foxes, badgers and birds of prey that may investigate and attack trapped animals.

Such problems can be addressed by an initial assessment that takes account of and fully assesses the risks, ensuring that traps are suitably located and providing cover (usually vegetation) that will protect and also have the advantage of camouflaging the trap. Avoid setting when poor weather is anticipated. Increasing checking intervals (twice daily is often the ideal) will also help.

Glue or sticky boards

There are widely held views that these techniques available for use against rats and mice are inhumane and should not be available. The main concern is that stress is likely to occur as soon as a rodent becomes caught and held before being dispatched.

Reflecting a desire to retain this method as a 'last resort' option, the Pest Management Industry Alliance is currently producing a code of practice for professional use. This aims to strengthen use aspects and makes a recommendation that the technique should not be available to the public. Humaneness problems are reduced by treating the method as a live capture trap and by making regular visits (several times over a 24 hour period), at which any captured rodents are dispatched.

Trendy traps!

How's this for a novel idea? Tired of the sight of the traditional mouse traps used in their apartments, two enterprising women in New York have come up with their own trendy designer traps – called Mousesnaps.

Trendy trap inventor Nova Halliwell

Having found evidence of mice in her apartment, inventor Nova Halliwell placed snap traps throughout her premises. Whilst the traps were functional, they were unsightly. As she explains: "I found myself hiding the traps when people came round, or even putting them away so no-one would see them. One day I decided that if I'm going to have to place them throughout my apartment, I may as well make them pleasing to look at, so I painted them."

Almost by accident, a business was born. "People would ask me where they could buy my painted traps," explains Nova. At this point Nova made contact with an ex-university friend, Mimi Davis, who was now working as a marketing executive in Philadelphia. "When I first heard of the idea I was really excited as it gave me an excuse to paint and be creative," said Mimi.

Putting their heads together, the pair did some consumer market research to identify their target audience (mainly independent, one-person householders aged 35 to 64) and formulate a marketing plan. Most shopped extensively of the Internet, so a website was created – www.mousesnaps.com

Designing and painting the traps is the fun part, explain Nova and Mimi. They usually use spray paint for the traps, with the design either hand-painted or stencilled. Traps have been designed to look like an iPod, a deck of cards, flowers and fleur-de-lis designs. Makes you wonder what the mice think? Maybe they would like one featuring Tom & Jerry?

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BASF Pest Control Solutions: new name, new directions

After a rather turbulent year following the purchase of Sorex by BASF, the new company now seems set to face the future. *Pest* editor, Frances McKim, went to visit BASF at their HQ in Widnes to find out what's in store.

Arriving at the offices on the St Michael's trading estate in Widnes you could be forgiven for thinking you have arrived at the wrong location. All remnants of the previous Sorex identity have gone, yet the BASF presence has still to appear. This is only a temporary position, as planning permission is awaited before BASF can erect the corporate flag poles and signs it wishes to use to brand its latest addition to its multi-national empire. Although only flagpoles, they are symbolic of the plans BASF has for the former Sorex operation – extensive resources and commitment behind the scenes, yet the organisation is still something of a butterfly trying to leave its chrysalis, as it has yet to fully emerge.

Once in the building and with the BASF managers the impression changes. Head of sales, Siôn Price, is now responsible for a growing sales team selling BASF products in over 70 different countries from Ireland to all points as far east as Russia, and from Europe in the north all the way to South Africa, including, for good measure, the Middle East. This geographic split forms the European remit of BASF Pest Control Solutions which is to be headquartered at Widnes. There is another regional office already up and running in North America with offices in South America and Asia to follow. Whilst the business is being run as a separate unit within BASF, it is still part of the corporate 'Matrix' so benefiting from the considerable financial resources of the parent, coupled with this multi-national's local in-country presence. As Siôn so aptly puts it: "There's always someone to call on with local language skills, whatever the country."

Communicating with customers in their native language is an important feature. "Local service for local people," explains Siôn. "If a Polish customer rings, we want a Polish person to be able to respond."

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Head of marketing is Martina Flynn. "We have divided our business into three strategic segments driven by the breakdown of our customers," explains Martina. "These three 'pillars' of our business are public health, professional pest control and rural hygiene. All are similar in terms of target pests and delivery technology."

With the Sorex pedigree behind them, it is no surprise that the professional pest control business includes insecticides and rodenticides destined for use in commercial and residential buildings. However, with this comes the addition of BASF's termite business centred on the company's Termidor brand. Although not a problem in the UK, termites are gaining in importance in Europe and, globally, rank as the number one structural pest.

The rural hygiene pillar is very much in line with the old Sorex business consisting of insect, rodent and disinfectant products for use by farmers around their farms. Public health, however, is another new addition brought on board by BASF. This sector is primarily funded by non-governmental organisations (NGO) and centres on mosquito control with impregnated bed nets and liquid applications to structures, air and water. It is in this area that the benefits of such a multi-skilled organisation come to fruition. "The BASF polymers division has the expertise to develop the fibres for the nets, which, combined with insecticides from pest control, makes a world-beating combination," enthuses Martina.

Other new sectors brought in by the BASF

Additions to the BASF Pest Control Solutions sales team. Mark Downing (left), head of operations at the Widnes site shows Hassan Elamri and Mohammed Chetouani, members of the North Africa commercial team around the rodenticide manufacturing facilities

stable are products for the forestry, amenity, ornamental and turf markets – certainly pest control in its widest sense.

Diverse maybe, but all nurtured within this separate Pest Control Solutions business sector. "A distinct business unit, with its own business goals and separate dedicated research and development budget," adds Siôn. "With the financial might and commitment of BASF behind us, this means we can now combine the research clout of BASF with the customer intimacy we built up with Sorex, so we can now develop those ideas identified by our customers. Before, resources were always a limiting factor. BASF will be one of a small handful of multi-nationals undertaking dedicated pest control research."

So what does all this mean for the practical pest controller in the UK? In short it's good news.

Pest controllers world-wide now have a dedicated and committed company prepared to concentrate its resources on pest control. The familiar previously Sorex branded products used day-in day-out, such as Neokil and Neosorexa will remain and they will be joined by BASF products such as Goliath Gel and Fendona. In addition, there is the strong likelihood of new innovative products and techniques being brought rapidly onto the market. At the same time, the people who provide the face of the organisation remain. Product manufacturing will stay at Widnes, with the brands starting to roll-out in their new BASF livery any day now.

All is not totally rosy though. On the down-side the individual characteristics we had all grown to like of the very British Sorex company are likely to be subsumed into this far larger multi-national organisation. The Network bird control business was deemed not to be core – as it did not have a chemical focus – so this was put up for sale. After nearly a year's negotiations, it was announced, just before Christmas, that the new owner is to be P+L Systems (see page 5).

As to the future, the team at Widnes certainly have their fingers on the pest control pulse. Increasing urban sprawl and climate change are identified as key trends, as are the ever increasing rise of food safety and hygiene standards. New pests, such as bedbugs, are recognised along with the need for new innovative and cost effective solutions. As to how it all ends up, only time will tell – but the omens are good.

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Will you rise to the challenge?

Rising to the challenge **is the theme for Pest-Ventures 2010. The two, one-day technical seminars are wide ranging and will take in rodenticide resistance, burrow management, bedbugs, birds and best practice. They will be held on Tuesday 20 and Wednesday 21 April 2010 at the Best Western Yew Lodge Hotel, Kegworth, Nottinghamshire.**

The programmes look set to provide a stimulating two days.

Day one starts with rodenticide resistance with three expert papers being followed by a discussion led by chairman for the morning, Adrian Meyer. After the break Paul Butt from Natural England provides some much needed guidance on, among other things, the use of the new explosive devices (such as the Rodenator and the Warrenater) in the management of burrow systems.

In the afternoon, Dr Mark Lambert from the Food and Environment Research Agency (FERA formerly CSL) returns to rodenticide resistance looking at the role of Integrated Pest Management.

The focus then switches to best practice using Westminster City Council's Aiming High project as an example of how public and private sectors can work successfully together. Breakout sessions will explore how the lessons learnt can be applied more widely.

Day two begins with an interesting review of pest control at the Beijing Olympics by Killgerm's Jonathan Peck (representing the CIEH National Pest Advisory Panel) and goes on to explore what's in store for London 2012.

The remainder of the morning is reserved for the challenges posed by bedbugs with guest speakers including Clive Boase from the Pest Management Consultancy and David Cain from Bed Bugs Ltd.

Insects continue to be the focus after lunch with three papers on stored product insect control. Finally, attention turns to birds with controversial expert Peter Rock providing an update on gulls, whilst FERA's Andy Baxter looks at how to prevent bird strikes.

The price for each of the one-day seminars is £184 plus VAT. Alternatively delegates can take advantage of the discounted price of £324 plus VAT for a place at both days.

Pest-Ventures 2010 also provides an ideal opportunity to network and gain valuable CPD points. The full 2010 Pest-Ventures programme can be downloaded from the ***Pest*** website at www.pestmagazine.co.uk/content/newsitem.aspx?id=275.

Places can be booked by contacting Pest-Venture's Moira Hart on 01664 822678 or email: moira@dewpointmarketing.co.uk.

A one day conference from the RSPH

RSPH
ROYAL SOCIETY FOR PUBLIC HEALTH
VISION, VOICE AND PRACTICE

Pest Control
Front Line Public Health: Best Practice and Future Challenges

Wednesday 19th May 2010
28 Portland Place, London W1

Methods and processes of pest control are constantly evolving to protect public health in safer and more efficient ways. Keeping up to date on pest control is vital and this conference will focus on pest control policies in the morning and pest control in practice in the afternoon, providing a vital and comprehensive update.

Speakers from Killgerm, National Pest Technicians Association (NPTA), Chartered Institute of Environmental Health (CIEH) and the British Pest Control Association (BPCA), amongst others, will discuss the following topics:

- Practical hints and tips to help you perform your role in pest control more effectively
- Advice on the most up to date and effective pest control methods
- Which methods do not work and should be avoided
- The effect of chemical safety policies on pest control effectiveness
- A comprehensive look at future issues and challenges
- Working with small companies on taking pest control seriously

Book by 19th February and receive a **15% discount**

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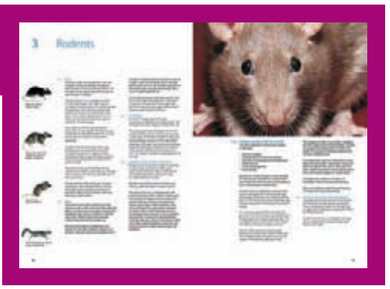
Pest control in the housing sector



The most recent addition to the series of location-specific guideline brochures for pests published by the Chartered Institute of Environmental Health (CIEH) National Pest Advisory Panel (NPAP) has just been released. This one – covering pest control procedures in the housing sector – is probably the best yet.

Running to 64 pages, just over half of the brochure covers the range of pests likely to be encountered. As to be expected, these include rodents, cockroaches, flying insects, blood feeding & stinging insects, ants, stored product pests, nuisance pests and birds. For each group of pests, there are identification diagrams and details of their biology, accompanied by details concerning their treatment.

The second half covers pest management. Sections included cover pest prevention, control and treatment strategies, control methods and pest control products. Within the appendix is a five page resumé of the WHO Large Analysis and Review of European Housing & Health Standards (LARS) survey. Those lucky enough to have attended, will have heard the late Dr Xavier Bonnefoy present these fascinating results at the various talks he gave. It is particularly pleasing to see the key points from this survey reproduced in such an easily accessible format.

Incredibly, copies of this brochure are available free-of-charge from NPAP if you send your request to NPAP, Freepost WF27, PO Box 2, Ossett, West Yorkshire WF5 9BR. Or email npap@cieh.org. Please supply your full postal address, the name of the brochure you require and how many copies requested. A digital copy is also available from the ***Pest*** website.

***Pest* verdict:** Excellent. Recommended for anyone involved with professional pest control.

read more on the web WWW

CIEH combines magazines

The magazines produced by the CIEH have undergone a reincarnation. Their two previous magazines – *Environmental Health Practitioner* (monthly) and *Environmental Health News* (weekly) – have, in effect, been combined into one bi-weekly magazine. The new magazine called, unsurprisingly, *Environmental Health News*, carries both news and features and bears a strong resemblance to the previous publications. Also introduced is an electronic *EHN Extra* on alternate weeks.

CPD Number for *Pest* 2009

Members of the BASIS PROMPT register who are collecting CPD points for the year just ended will need the number below. This reference allows you to claim the two points awarded for reading all six issues of ***Pest*** magazine in 2009. We are pleased to report that the same number of points will be available for 2010. Don't forget that you can earn even more CPD by taking our ***Pest Test.*** Turn to page 11 and try your hand at this month's questions.

PC/12373/2009/g

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Trap with tunnel incorporated

To comply with the UK's legal requirement for spring traps to incorporate a tunnel, Magnum Trap has added the Tube Trap to its range. It can be used either baited or un-baited; the trap itself acting as an attractant to inquisitive targets, or being sited as a 'run-through'.

The Tube Trap, says Magnum, is a 'quality' trap, constructed from a 380mm long, 21-gauge steel tube of 114mm diameter, powered by a powerful double torsion spring. All parts are precision-cut by laser, so there are no sharp edges to contend with. It has a pale green plated finish to give resistance to rusting. The powerful spring is accompanied by two 'killing bars' inside the tube. The target is struck against these bars instead of being simply crushed against the side of the tunnel. It also has a safety catch.

The trap is easily set and the pan sensitivity can be varied by adjusting the location of the dog at the back of the pan. UK usage has shown it to be an extremely effective grey squirrel trap.

www.magnumtrap.com

Solar power scares-off the birds

East Sussex-based, Scarecrow Bio-Acoustic Systems, well known for their wildlife management systems, has launched a new solar powered bird deterring machine called Compact.

Compact incorporates their proven bio-acoustic technology and has been specifically designed for use in rural and urban environments. It is completely portable, providing up to 360 degree sound dispersal with the additional benefit of it being solar powered – a very green and pollution-free energy source. This also means Compact can be used totally independent from all external power supplies.

Compact, says Bio-Acoustic Systems, can be used in parks, warehouses, shopping centres and other outdoor urban areas. It can be set-up to play when any bird movement is detected using infrared sensor technology. Fully automatic and random play, it can operate 24 hours a day, seven days a week without human intervention.

Compact incorporates a well researched and tested bio-acoustic bird dispersal system using natural species distress calls to create an environment appearing 'hostile' to birds. It is humane, inoffensive and does not endanger their lives.

It is available for the pest control market from Network Bird.

www.networkbird.net

Stop those bedbugs

To help in the fight against the ever increasing bedbug epidemic, Barrettine Environmental Health has added Bed Bug Barrier to its range.

This is a simple, glue-filled, non-toxic device that fits under, or over, a bed castor, so stopping bedbugs in their tracks. The glue in the barrier is non-drying and long-lasting. It is an ideal additional product, says Barrettine, for professional technicians to sell-into hotels, hostels and the like.

Amusingly, this product was invented in Australia by Tony Abrahams. He and his product were featured on Australia TV's version of the *Dragons Den*. You can see this TV programme by simply tapping 'Bed Bug Barrier' into You Tube.

www.barrettine.co.uk/health/

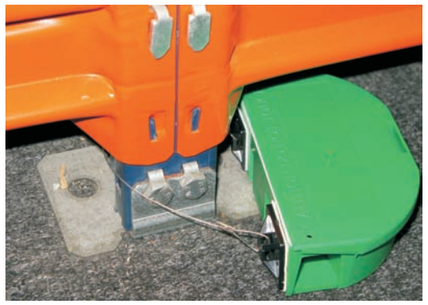
Clip-on bug tray

SX Environmental has come up with a neat idea – the SX Bug-Tray. This clips snugly onto the base of a SX mouse box – so offering mouse and cockroach monitoring in one easy operation.

The Bug-Tray accommodates a full-size SX insect sticky-pad which comes impregnated with a powerful attractant to lure the roaches into the trap, and not into the mouse box. Access for the cockroaches is easy, as there are four large entrances. The Bug-Tray comes in five colours, to colour co-ordinate with the range of SX mouse boxes.

Fix-N-Go pads

This product does exactly what it's called! Peel-off the backing and fix one of the sticky pads to your rat or mouse box and then.....go. As SX, the manufacturer says, this provides an ideal and simple solution to the age old problem of securing rat and mouse boxes.



The Fix-N-Go system comes ready-made and ready-to-use. Simply peel-off the backing, then stick the pads wherever required. They are claimed to be very sticky and will adhere to most surfaces. The wire and crimps can be purchased separately so technicians can make up their own units if they wish, or to save time, they can be bought ready-made.

www.sxenvironmental.co.uk

Actellic withdrawn for store structure use

In early January, Syngenta announced the withdrawal of its label support for all methods of application of Actellic 50EC (pirimiphos-methyl) to grain store structures.

The move follows an operator exposure study undertaken during 2008/09. The study was designed to address European Food Safety Authority concerns over the application method.

Syngenta continues to support all other application methods of the product, namely admixture treatment of grains in storage, treatment of structural surfaces by smoke generator and grain by automated means.

The use-up period on-farm for manual and automated application to structures ended on 31 January 2010. After this date stocks of Actellic 50EC must be used in accordance with the new label.

www.syngenta-crop.co.uk

Sexually confused moths

Exosect, the Winchester-based provider of intelligent pest management systems, has revised and relaunched its unique Exosex SPTab product. This comprises of a small tablet consisting of Exosect's Entostat powder formulated with minute quantities of the female sex pheromone common to five of the major moth pests of food processing – *Plodia interpunctella*, *Ephestia elutella*, *Ephestia kuehniella*, *Ephestia figulilella* and *Cadra cautella*.

The Exosex SPTab tablet works by attracting male moths to the Entostat powder and female pheromone. As the male moths pick up the Entostat pheromone powder, their pheromone receptors become overloaded, resulting in them being unable to locate females. A male carrying Entostat powder will form a mobile pheromone dispenser, producing 'false' pheromone trails, which attracts additional males.

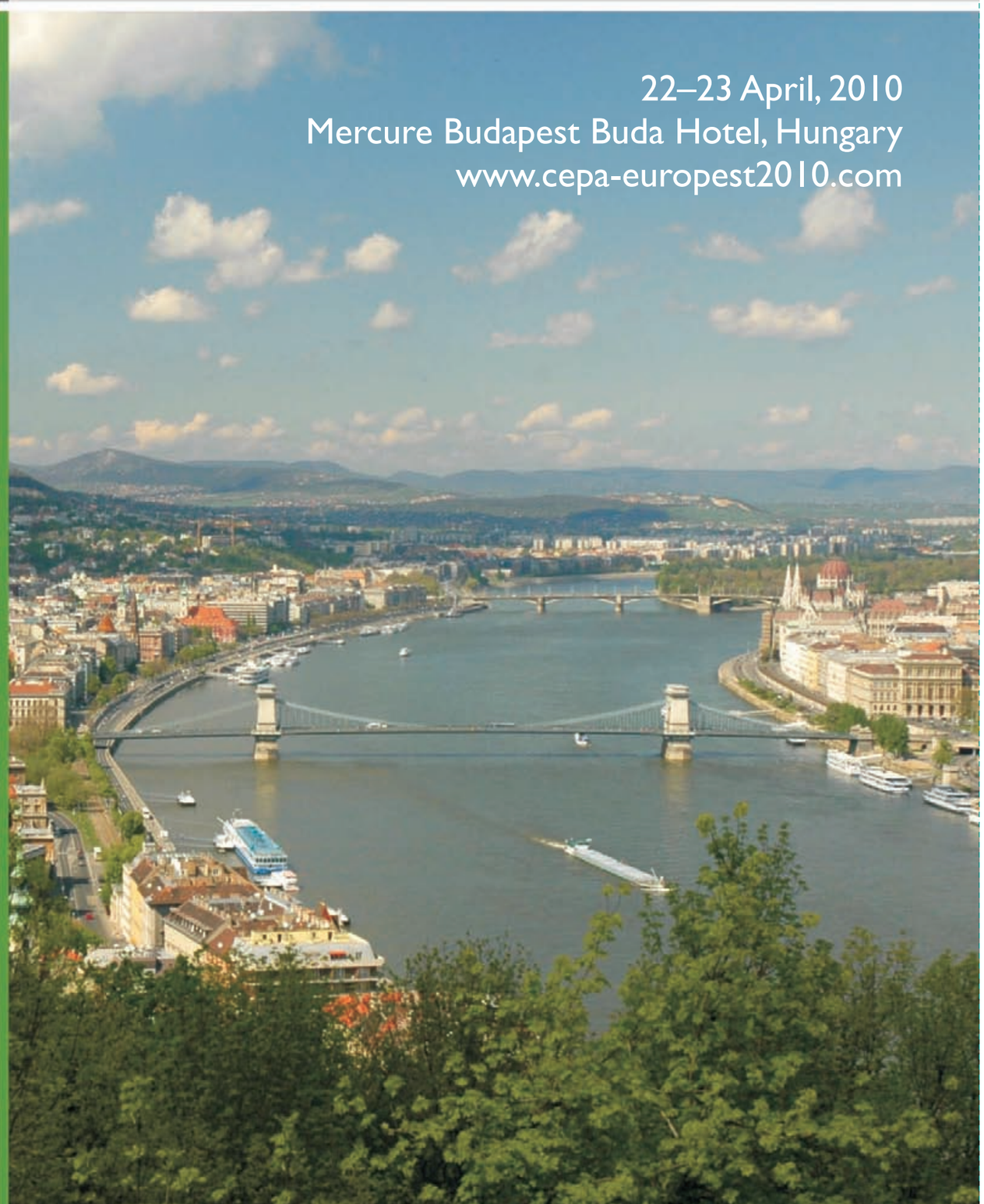
Contact between the males ensures that the Entostat powder and the confusion effect is automatically passed on, in a process called auto-confusion. The result is a state of sexual confusion amongst the male moth population leading to effective mating disruption. This product helps food processors to reduce and/or eliminate insecticide sprays and, consequently, reduce subsequent down-time in production associated with fumigation and spray regimes.

www.exosect.com

EUROPEST

cepa
www.cepa-europe.com

22–23 April, 2010
Mercure Budapest Buda Hotel, Hungary
www.cepa-europest2010.com



Budapest beckons

CEPA event has standards focus

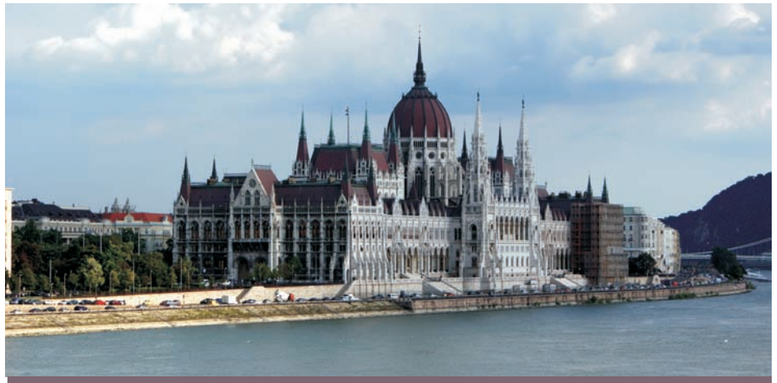
The third Europest event, jointly organised by CEPA (the European Pest Management Industry Association) and the Hungarian Pest Control Association (MaKOSZ) will be held on 22 & 23 April 2010 at the Mercure Budapest Buda hotel in Budapest, Hungary.

Building on the success of the previous two gatherings in Rome and London, the third Europest event is looking to raise standards in the industry by providing a forum for information exchange and business networking. As Gunnar Akerblom, CEPA president, explains: "Europest provides an opportunity for the European pest control industry to meet and discuss the key political factors affecting us all. CEPA aims to unify the European industry and take the initiative on such important matters as a European Standard for Pest Management. We are delighted to hold this Europest in Budapest and wish to thank MaKOSZ, the Hungarian Association, for hosting it."

The organisers say that these CEPA events look to be unifying occasions where representatives and individuals from all sectors of the industry, are more than welcome, including national associations, manufacturers, distributors, leading service companies and consultants.

The programme in April falls into two halves. Proceedings begin at lunch-time on 22 April. The first half focuses on the current structure and activity of the pest control industry and explores how the various international associations can work together for mutual benefit.

There will be an update on CEPA activities, including the project with the European Committee for Standardisation (CEN) which aims to develop the Rome Protocol and current national standards into a Europe-wide set of standards for the industry. This session concludes with what promises to be a thought provoking session on where the industry sees itself in 2020.



The CEPA event is being held close to several of the city's famous sites

The second half of the programme addresses the technical challenges facing the industry. Sessions on the latest thinking, techniques and information on international pests such as bedbugs and mosquitoes will be led by qualified international speakers. Delegates will be asked to participate in a proactive round-table discussion.

The programme concludes in the afternoon of 23 April with the annual General Assemblies for CEPA and the French Association: Chambre Syndicale 3D.

There will be simultaneous translation in English and Hungarian throughout.

On the evening of day one, there will be a river Danube cruise and welcome dinner. On the second night there is a chance to venture into the local countryside, including a Hungarian wine tasting and dinner.

Registration costs €380 per delegate. This covers the Europest conference sessions and supporting delegate paperwork, coffee breaks, two lunches, the welcome dinner and single room accommodation at the Mercure Budapest Buda hotel on the night of 22 April. A supplementary charge of €130 is payable for accommodation on 23 April with dinner and wine tasting, for those wishing to stay the extra night. All reservations should be made via the Europest 2010 website at www.cepa-europest2010.com

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In partnership with the Association's Executive Board, the candidate will develop and then implement both short and long term strategies for the Association to the benefit of members and industry.

The role requires:

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- A natural diplomat and negotiator
- A motivational self starter with the ability to work in a team
- Sound strategic, critical thinking and decision making skills
- Excellent communication and interpersonal skills
- Ability to produce and implement strategic plans
- Enthusiasm, energy and a passion for the job

Experience of the pest control industry or experience of a role in another trade association is preferred, but not essential.

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Martina Flynn
President
BPCA
1 Gleneagles House
Vernon Gate
South Street
Derby DE1 1UP

Email: president@bpca.org.uk

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Location is flexible, however, you will need to live close to good road networks to fulfill the travel requirements of this role.

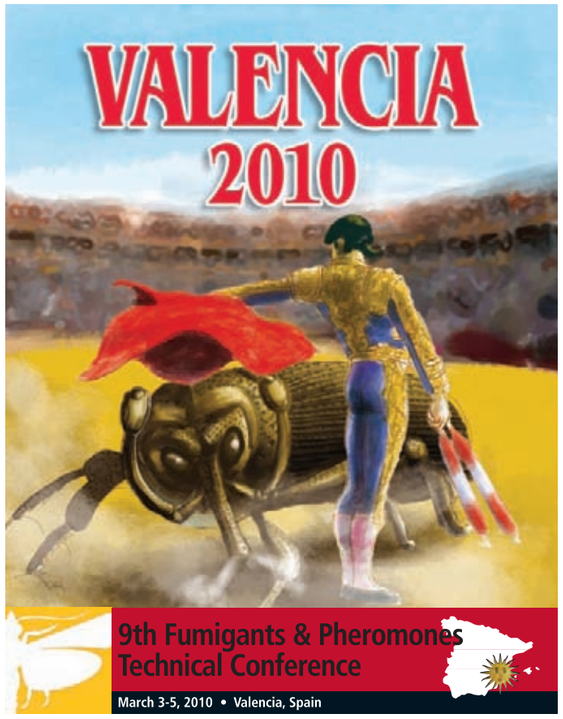
BASIS and/or RSPH level 2 qualified is preferred but not essential, you should be able to demonstrate a real understanding of the Rural Hygiene market, with at least 5 years selling experience and strong influencing and interpersonal skills.

Please visit www.mybayerjob.co.uk to apply.

Closing date 28 February

www.mybayerjob.co.uk

	DAY	EVENT	VENUE	FIND OUT MORE
MARCH	3-5	9th Fumigants & Pheromones Conference & Workshop	Valencia, Spain	www.insectslimited.com/valencia
	12	Professional Women in Pest Management anniversary meeting	Imperial China restaurant London	www.pwipm.co.uk
APRIL	20-21	Pest-Ventures 2010	Kegworth, Nottinghamshire	moira@dewpointmarketing.co.uk
	22-23	CEPA Europest 2010	Mercure Buda Hotel Budapest, Hungary	www.cepa-europest2010.com
MAY	19	Pest Control. Front Line Public Health: Best Practice & Future Challenges	28 Portland Place London	www.rsph.org.uk
JUNE	4-5	EuroHiPeCo	Warsaw, Poland	www.euro-hipeco.pl/en
SEPTEMBER	9-11	Expoprag 2010	São Paulo, Brazil	expoprag@workmarket.com.br
	21-23	Best of the Best 2010	Telford International Centre	www.cieh.org/events
OCTOBER	20-23	PestWorld 2010	Hawaii, USA	www.npma.pestworld.org
	28 - 1 Nov	International Forum for Sustainable Management of Disease Vectors	Hangzhou City, China	www.chinavbc.cn
NOVEMBER	3	PestTech 2010	National Motor Cycle Museum, Birmingham	www.pesttech.org.uk



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Qualified to degree level or higher in a biological science, preferably entomology, with experience of insect pest management and ideally with experience of professional and consumer markets and insect bioassay. You will be an innovative thinker with good communication and interpersonal skills.

Applications with CV, to Wendy Walker, Human Resources Manager, AgriSense, Treforest Industrial Estate, Pontypridd, CF37 5SU or for further information
Email: wendy.walker@agrisense.co.uk

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