

MAGAZINE

December 2025

A photograph of a giraffe in a zoo enclosure. The giraffe is standing behind a wooden fence, reaching up to eat from a green branch that is part of a larger tree structure. In the background, there are other trees and a building with a thatched roof. The text is overlaid on the left side of the image.

Hayden O'Halloran: Balancing Wildlife and Pest Control

Inside Melbourne Zoo's sustainable approach to Pest
Management and conservation.

FAOPMA Pest Summit 2026

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AEPMA MAGAZINE



Seasons Greetings from the AEPMA Team

The AEPMA National Office will be closed from December 19th 2025 - January 12th 2026

During this period, our team will continue to take calls and monitor emails to ensure members receive support as needed.

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From our families to yours,
we wish you a very Merry
Christmas and a bright and
prosperous New Year!

All Agserv branches will be closing 12.30pm on Wednesday December 24th, 2025 and returning bright and early on Monday January 5th, 2026

We're always within reach, contact us on 1800 554 445, visit our branches or www.agserv.com.au

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VALE

Dr. Don



Dr Don Ewart, one of Australia's foremost termite experts and a respected educator in pest management, passed away on November 14, 2025. His loss leaves a significant gap in the industry, where his knowledge, generosity, and passion for teaching were widely admired.

Colleagues recall his genuine desire to help others improve their skills, his ability to make complex science understandable, and his commitment to raising professional standards across the industry.

Dr Donald McGregor Ewart – affectionately known as Dr Don – devoted his career to the study of termites and the advancement of pest management in Australia. He was among the very few specialists in termite behaviour and control, contributing not only through research but also through product development, consulting, and education.

His passing is a profound loss to friends, colleagues, and the wider pest management community. The knowledge he carried about termite behaviour and management will be difficult to replace, but his influence endures in the practices, standards, and people he shaped.

Dr Don was celebrated not only for his technical brilliance but also for his warmth and accessibility. In recognition of his outstanding contribution to the industry, he was awarded AEPMA Life Membership in 2024



FAOPMA
PEST SUMMIT 2026
15 - 17 JULY 2026

NEW ZEALAND INTERNATIONAL CONVENTION CENTRE
AUCKLAND | NEW ZEALAND

PEST MANAGEMENT
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**100% PURE
NEW ZEALAND**

FutureProof

Smarter Pest Solutions for
a Rapidly Changing World



Welcome *Message*

Rob Boschma
AEPMA President



Looking Forward, Remembering Our Past: This Is **Your** Association

This past year has involved a great deal of quiet, detailed work—much of it behind the scenes. Members often ask what they gain from their membership, and I am confident the year ahead will make that clearer as several major projects come to life. Our networking hub is also taking shape thanks to the dedication of our working groups, and I want to sincerely thank everyone who has contributed their time and expertise.

We also pause to acknowledge the passing of **Dr Don Ewart**, a leading figure in our industry whose knowledge, generosity, and commitment to raising standards in pest management left a lasting legacy. His influence will continue to guide our profession, and his absence will be deeply felt across the community.

Remember, this is your association—built on your support, strengthened by your feedback, and shaped by your involvement. Your support is what keeps AEPMA strong, and I look forward to sharing more progress throughout 2026.

Wishing you and your families a very Merry Christmas and a prosperous New Year.



2026 YEAR LOADING...



Building Strength and Value for Members

Across the past year, AEPMA has been steadily pushing ahead on a range of projects designed to strengthen the industry and deliver more practical value to members. Here's an overview of what's been happening.



1. ANZSCO Classification Change

The updated ANZSCO classification for pest management is now in place, formally recognising our work as a skilled occupation. It's a big step forward. This stronger footing is already helping us argue for better support from government—both financial and in-kind—and reinforces the role our industry plays in protecting public health, the environment and communities.



2. Mentorship Program

The Pest Industry Mentorship Program continues to pick up pace. New applicants, active mentor-mentee pairs and shared learning tools are already making a difference. It's shaping into something that will deliver long-term benefits for technicians and business owners across the country.

3. BuildSkills Competency Review

The national review of pest-management training units is well underway, with workshops rolling out across the states. Our focus remains on clearer, more practical requirements that match how the job is actually done. This work ties directly into our commitment to ongoing professional development and strengthening the guidance within our Codes of Practice.

4. Updated Codes of Practice – Pre-construction and PPI

Both the Pre-construction Code and the updated Prior-to-Purchase Timber Pest Inspection (PPI) Code are now in place. Importantly, the PPI Code is already being used in court matters, which shows how central it has become in setting expectations around good practice and compliance. These updates give members more certainty and stronger backing in their day-to-day work.

5. Membership Kits

We're asking members to take a fresh look at our current membership kits and let us know what should be improved. Once the new logo is finalised, we'll update all kits so the look and feel is consistent across the association.

6. New Logo – Two Final Designs

After plenty of feedback from members and the public, we've narrowed the logo project down to two final designs. These will guide the final decision on AEPMA's updated identity, and once the new logo is confirmed, we'll roll it out gradually across digital platforms, printed materials and membership resources.

7. Pest Summit 2026 – 15–17 July, New Zealand

Planning for Pest Summit 2026 is moving well. The event will be held in Auckland from 15–17 July, with the Australian Awards Night on 15 July. It's shaping up to be a major gathering for learning, collaboration and recognition across the region.

8. Social Media and Communications

To lift our public presence and better promote members, AEPMA will be trialling a three-month partnership with a social media management company. The aim is to improve how we communicate with the public, sharpen our messaging and raise the profile of accredited pest managers.

9. Training and Professional Development

We're developing a new platform to help build updated training resources that tie directly into the Codes of Practice and our focus on ongoing PD. This work is about

making sure members have access to practical, up-to-date learning materials that support industry standards and everyday operations.

10. Licensing and Competency Reform

AEPMA's licensing committee continues to push for a more consistent national approach to licensing. With the competency review underway, this is the right time to advocate for clearer and more uniform requirements across all states and territories.

11. Marketing and Public Awareness

A national marketing push is being prepared to encourage consumers to choose AEPMA-accredited pest managers. The goal is simple: when people look for a pest manager, they should see AEPMA membership as the clear sign of professionalism and reliability.

This is YOUR Association....

**YOUR ideas
YOUR involvement**

Shape our direction

WHY TERMIDOR® HIGH-EFFICIENCY?



- Superior Termite Control:** Termidor High Efficiency (HE) is known for its exceptional ability to control and eliminate termite colonies through the Genuine Transfer Effect. For homeowners, this means peace of mind, knowing that their property is protected from one of the most destructive and costly pests worldwide.
- Extended Protection Period:** The advanced formulation of Termidor HE ensures that the treatment remains effective for a long period of 8 years, reducing the need for frequent reapplications and providing long-term protection.
- Proven Brand:** Termidor has been available in Australia for 23 years and protected over 400,000+ homes with no product failures.
- High Leach Resistance:** Successful Flood Zone trials have been undertaken with Termidor HE, with no found effect on the product, and the treated zone remained as effective as when initially installed.
- Combination Treatments:** As indicated on the label, Termidor HE can legally be used as a combination treatment with the Trelona® Advance® Termite Bait System (ATBS).
- Termite Lead Penetration:** Trials with Termidor HE has demonstrated its effectiveness in penetrating termite leads and potential entry points, only possible because of BASF'S advanced polymer technology (ATP).
- Research and Development:** Termidor HE was developed by BASF, knowing that it can take up to 10 years, 140,000 formulations and \$700 million dollars to bring a new product to market. This is the prize BASF put in to confidently release new technologies to market. Cheap generic Fipronils simply copy the molecules once out of patent and are largely untested in harsh Australian conditions.
- No Competition:** Termidor HE with the Advance Polymer Technology is unique and superior to any generic Fipronil termiticides, making it the most advanced technology in the market.
- Warranty:** The only Termiticide Brand in Australia to have a 2-million-dollar Assurance Warranty available to homeowners.
- Local Expertise:** The local BASF representatives have years of industry knowledge and are dedicated to supporting local pest companies and homeowners.



Why risk choosing an inferior generic termite treatment to protect your home... being your biggest investment and asset?

Generic brands possibly have no proven research results in local environments. Pest companies may use generics as it is cheaper to purchase, and their priority is usually making higher profit over the best possible termite protection.



TERMIDOR HIGH PRESSURE DEVICE (HPD)

The most advanced termiticide delivery system by REGA



- Enhanced Precision:** The Termidor HPD allows for precise applications, ensuring thorough coverage of hard-to-reach areas, such as behind pipes, crevices and deep soil. The Advanced Polymer Technology enables the overall effectiveness of the treatment by penetrating further in the soil.
- Increased Efficiency:** With its high-pressure capabilities, the device delivers quicker and more effective treatment, minimising labour and unnecessary time onsite. This means less disruption for homeowners so they can go on with their daily lives.
- Better Protection:** The high-pressure application helps the treatment penetrate deeper and spread further in the soil, leading to a larger treatment zone around the home. Again, this is only possible because of the BASF Advanced Polymer Technology (APT).
- Better Termite Lead Penetration:** The HPD combined with Termidor HE Advanced Polymer Technology is the only treatment that will penetrate termite leads, which greatly advances the colony elimination process.
- Importance of High Pressure:** The HP Device pumps Termidor HE at 1000 psi compared to normal spray equipment that usually injects 75 psi. This higher pressure will disrupt or absorb undetected termite entry points into buildings, which will improve the overall termite treatment on the dwelling.
- 600mm Hole Spacings:** New label upgrade with the Termidor HPD allows for the most thorough and advanced termite treatment available worldwide Thanks to the Advanced Polymer making it all possible. (No Generic termiticides have the BASF Advanced Polymer Technology).
- Non-Disruptive:** Unlike some termite treatments that require extensive drilling or trenching, Termidor HE can often be applied with less disruption to the home and landscape, preserving the aesthetic and structural integrity of the property.



For homeowners, the combination of Termidor HE and the High-Pressure Device offer a powerful and efficient solution to control termites, ensuring effective protection with minimal impact on structures and minimised disruption to the daily life and environment, creating peace of mind. Termidor HE is the best option available on the market and any other solution potentially could put homeowners at risk of decreased termite protection.

CASE STUDY

BASED ON STRUCTURE WITH 60L/M D&I + 10L/M TRENCH AND 100MM DEEP FOOTINGS

■ Termidor HE

- ▶ No trenching
- ▶ **100 drill holes** (600mm hole spacings)
- ▶ \$2,000,000 warranty
- ▶ Ability to penetrate active leads



■ Non-Polymer Fipronil

- ▶ Dig a 150mm deep trench
- ▶ **300 drill holes** (200mm hole spacings)
- ▶ No warranty
- ▶ Unable to penetrate active leads



Generic Manufacturer:
"Our formulation is as good as Termidor HE, but cheaper"

WELCOME TO FAOPMA PEST SUMMIT 2026

15-17 JULY 2026

NEW ZEALAND INTERNATIONAL CONVENTION CENTRE
(NZICC), AUCKLAND

Photo Credit - AWPMA



FAOPMA
PEST SUMMIT 2026
15 - 17 JULY 2026

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a Rapidly Changing World



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FutureProof: Smarter Pest Solutions for a Rapidly Changing World

PMANZ and AEPMA are proud to invite pest management professionals from across the Asia–Oceania region and beyond to the FAOPMA Pest Summit 2026, taking place 15–17 July 2026 at the world-class New Zealand International Convention Centre (NZICC) in Auckland.

For the first time, the FAOPMA Pest Summit comes to Auckland — a milestone occasion for our region and a unique opportunity for delegates to experience this dynamic, internationally connected city. As hosts on behalf of FAOPMA, we are excited to welcome you to an event that continues to grow in scale, influence, and relevance each year.



A Program Designed for Insight, Learning, and Connection

Delegates can look forward to:

Keynote presentations from global and regional industry leaders

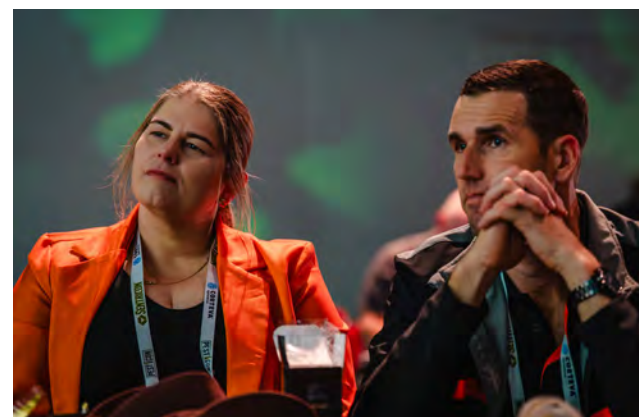
Panel discussions tackling today's most pressing challenges

Hands-on workshops focused on new tools, technology, and field practice

A dynamic trade exhibition showcasing the latest products, innovations, and research

Sessions covering technology, sustainability, climate impacts, regulation, and more.

**THIS IS AN EVENT
DESIGNED TO DELIVER
VALUE FOR EVERY
CORNER OF THE
INDUSTRY — FROM
THOSE ON THE TOOLS
TO THOSE SHAPING
STRATEGY AT THE
HIGHEST LEVEL.**



“The FAOPMA Pest Summit is the premier event for our industry, and 2026 in Auckland offers Australians a unique chance to connect with global leaders right on our doorstep. By attending, you’ll gain insights into the latest innovations, strengthen professional networks, and help shape the future of pest management across our region.” - Rob Boschma (AEPMA President)

Experience the Best of Auckland and Aotearoa

The NZICC offers an outstanding venue in the heart of Auckland, surrounded by world-class dining, entertainment, and cultural experiences. Delegates can enjoy exclusive discounted accommodation at SkyCity Horizon Hotel and SkyCity Hotel, both conveniently located on-site and bookable directly through the conference website.

Auckland — Tāmaki Makaurau — is New Zealand's largest and most cosmopolitan city, framed by two harbours and rich with natural beauty.

Visitors can immerse themselves in Māori culture, explore nearby islands, enjoy exceptional food and wine, or venture further to discover the landscapes that make New Zealand a bucket-list destination: geothermal wonders, ancient rainforests, towering mountains, and dramatic coastlines.

We warmly encourage delegates to extend their stay and experience all Aotearoa has to offer



Conference Website Now Live

The FAOPMA Pest Summit 2026 website is now live, providing delegates with a central hub for all conference information.

You'll find details on the program, speakers, accommodation options, exhibition opportunities, travel advice, and registration.

Registration is now open. Secure your place at what promises to be an unforgettable gathering of the pest management community — a chance to learn, connect, and shape the future of our profession.

We look forward to welcoming you to Auckland in July 2026.

Yours sincerely,

Gerwyn Jones – President, PMANZ
Raju Parulkar – President, FAOPMA
Rob Boschma - President AEPMA



Monique Bradley to Keynote AWPMA Breakfast at FAOPMA Pest Summit



The Australian Women in Pest Management Association (AWPMA) will once again host its signature Networking Breakfast at the FAOPMA Pest Summit 2026. This event has become a highlight of the summit program, offering a dedicated space for connection, collaboration, and inspiration for women across the industry.

Monique Bradley, a global keynote speaker, MC, trainer, and communication coach with more than 25 years' experience across television, live events, and international

conferences. Bradley is known for her ability to help professionals unlock confidence, clarity, and authentic communication, and her mission is to activate one million people to share their stories and lead with influence.



Why Monique Bradley?



Monique has worked with leading organisations including Xbox, Dilmah Tea, DeLonghi, Kenwood, MBIE, AA Insurance, and Diabetes NZ. Her approach blends practical tools with personal storytelling, ensuring audiences leave not only motivated but equipped to make lasting change.

Her keynote at the AWPMA Breakfast will focus on the power of storytelling and communication in building trust, motivating teams, and elevating the reputation of industries. For women in pest management, her message aligns perfectly with AWPMA's mission to empower and support women across the sector.



It is more than a networking event — it is a celebration of leadership, diversity, and the growing role of women in pest management.

Tickets are limited and must be booked online.

With Monique Bradley at the podium in 2026, attendees can look forward to a keynote that blends confidence, clarity, and storytelling — a message that resonates deeply with the future of pest management and the values of AWPMA.





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EX TERRA EVER-READY® is a unique, environmentally responsible solution. The EVER-READY EZ Stations are linked together, forming a complete Termite Interception Zone™, using the World's Number One Termite Bait, REQUIEM®.

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- ✓ EZ Stations are smaller and easier to install.
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- ✓ Less frequent inspections are possible as they are active all the time.



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Formulated with highly attractive bait matrices, ADVION® and OPTIGARD® gel baits are the industry's leaders for superior control of ants and cockroaches. While ARILON® is one of the most versatile non-repellent spray insecticides around.

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URBAN PEST MANAGEMENT REVIEW



Urban Pest Management Review Key Changes to Qualifications and Units

Australia's pest management training framework is undergoing a major overhaul, with reforms designed to sharpen career pathways, modernize unit structures, and embed environmental responsibility into assessment standards.

One of the most significant proposals is the phase-out of the Certificate IV in Pest Management, a qualification that has struggled with low enrolments and completions. Industry feedback highlighted its lack of a clear occupational outcome, prompting the move to retire the qualification in favour of more targeted skill sets and supervisory pathways.

To support career progression, supervisory skill sets have been drafted, offering structured pathways into management roles. The proposed qualification structure now consists of 10 units—five core and five elective—with the option to select one elective from any endorsed training package. This flexibility is intended to broaden learning opportunities and tailor training to diverse industry needs.

Unit restructuring has been a central focus. Content-heavy modules, such as Units 3005 and 3006, have been split into separate planning and conducting activities, ensuring clearer outcomes and more manageable learning.

Environmental considerations and flexible pest categories have been introduced into assessment criteria, reflecting the industry's growing emphasis on sustainability. Many units have also reduced mandatory demonstrations, allowing greater use of simulated assessments, while prerequisites have been clarified or added to ensure appropriate learner progression.

Developed Skill Sets

The updated framework introduces a mix of refreshed and new skill sets:

Updated: General Pest Management, Post-Construction Timber Pest, Fumigation.
New: Pre-Construction Timber Pest, Commercial Pest Management, Supervisory Pest Management.

These skill sets are designed to meet specific technical needs while also opening pathways into supervisory and management roles. Several units within these sets now carry prerequisites, ensuring learners build on solid foundations before advancing.

Industry Input and Discussion

Consultation has already raised key points of discussion:

Questions around unit selection, prerequisites, and required hours for course completion.

Clarification that Certificate III learning typically involves 450–600 hours, combining classroom and on-the-job training, though specific requirements are set by RTOs.

Recognition that some unit inclusions or exclusions reflect historical elective status and industry advice.

Acknowledgement that training hour standards and unit prerequisites will require ongoing, industry-driven review.

The proposed reforms represent a pivotal moment for pest management training. By retiring outdated qualifications, introducing supervisory pathways, and embedding environmental considerations, the sector is positioning itself for a more flexible, responsive, and future-focused workforce.

Industry feedback will be critical to ensuring these changes meet both immediate needs and long-term aspirations.

Stakeholder input is central to shaping these reforms. Feedback can be submitted via individual unit forms on the project website or directly to Clint Franzone (ClintF@buildskills.com.au). The forms are user-friendly, allowing open-ended responses, and handwritten or emailed submissions are also accepted.

Acknowledging the holiday season, the feedback period has been extended until the end of January. Participants are encouraged to review all documentation thoroughly and provide detailed input on proposed changes, unit structures, and prerequisites.



Termseal Australia: Supporting Australian-Made Products

Dealing with termites can pose challenges even for seasoned pest managers. In such situations, the support of an experienced team becomes invaluable to meet both your needs and those of your customers.

When working to prevent concealed termite access into buildings, versatility is a critical factor. If you're seeking reliable Australian-made systems, consider the Multi-purpose Active Termite and Waterproof Barrier (TWB), which is a component of our TERM-seal™ Active and Commercial Construction Termite Management Systems.

These systems were rigorously tested and have never experienced reported failures in new or existing building construction.

Termseal's Multi-purpose Active underwent brainstorming, testing, redevelopment, trials, and retesting exclusively within Australia. Few products in the industry boast such a comprehensive history. Over two decades of design, testing, and practical use across Australia have consistently demonstrated its effective performance.

To validate efficacy, the product was tested in bushland environments where termite activity is at its peak. Multiple colonies of *Coptotermes acinaciformis*, *Mastotermes darwiniensis*, and other species were used for rigorous assessments.

APVMA registration, based on product efficacy, health and safety evaluations, and thorough environmental assessments,

further underscores its reliability. Additionally, independent assessments ensured compliance with the National Construction Code, resulting in Certification under the CodeMark Australia Scheme for our TERM-seal™ Termite Management Systems.

Term-Seal Australia: Supporting Installers with Quality Products

At Term-Seal Australia, we prioritize accessibility and reliability for our valued installers. Here's how we achieve that:

Distribution Network: Our extensive distribution network ensures ready access to our products. We collaborate closely with Garrards, who support us across all their Australian branches.

Product Warranty: We offer a limited product warranty to instil confidence in both installers and building owners. This commitment underscores our dedication to quality and customer satisfaction.

Expert Support: Our team of trained and experienced professionals is just a phone call away. Whether you're a pest manager, builder, or building certifier, we're here to address your queries. Our staff, located in Sydney, Melbourne, and Brisbane, provide timely assistance.

Research and Development: We continuously invest in research and product development. This ensures that our product specifications align with evolving regulatory requirements.

Currently, we're developing a new solution for managing active termites in existing houses.

Comprehensive Product Range: Term-Seal manufactures an extensive range of products, a number of which form part of our CodeMark certified TERM-seal™ Termite Management Systems Multi-Purpose Active PrimeCoat

Ura-fen Shield TWB

PRM Cord and Capping Strip

Sealant Active

Termite-Resistant Adhesive

Reo-Band FG

Penetration Collars

EZY-Collar

Annular Soft Collars

Termite-Pro Perimeter Retreatment System (CM40453)

*TopBait Plus Cockroach Bait

*TopBait Knock-On Ant Bait

*Abide Termite Bait

(Products prefixed with an asterix (*) do not form part of our CodeMark certified TERM-Seal™ Termite Management System).



Each of these products undergoes rigorous testing, manufacturing, and registration exclusively within Australia. Our unwavering commitment to quality ensures that they perform effectively and provide excellent value for money.

Few companies can match our comprehensive product range, designed to support you in your day-to-day termite management work. We offer online and face-to-face training, complemented by site visits as required to meet customer satisfaction. Feel free to get in touch today to attend a face-to-face session this year.

For more information on our product range, contact TERM-Seal™ today. For a copy of our current CodeMark Certificate of Conformity CM40017, visit www.termseal.com.au

Lifelong Termite Solutions

TERMSEAL AUSTRALIA is an innovative manufacturer and supplier of new generation termite management systems.

We are an Australian owned and operated company based on the NSW Mid-North Coast where we manufacture in conjunction with our facility in Brisbane. Our team have shared a vision for over 20 years to provide an affordable method of pest control that's easy to install and friendly to the environment



NO EXPERIENCE? NO PROBLEM.

We'll train you to become a licensed pest technician.

You'll get variety, support, and a secure career in an essential industry.

Join a team that solves real problems, works independently, and makes a difference.

Good pay. Great people. Real skills

Your Career Path Begins Online

Following a detailed National Review, the Australian Pesticides and Veterinary Medicines Authority (APVMA) has completed its risk assessments on anticoagulant rodenticides and is proposing substantial regulatory changes to improve protection of people and the environment, particularly native birds and mammals.

APVMA REVIEW OF ANTICOAGULANT RODENTICIDES – DECEMBER 2025

The review has considered more than 1,500 scientific studies and covers eight anticoagulant rodenticide chemicals, used across 168 registered products and 26 active constituents. The proposed measures are stated by the APVMA to be comparable to, or stronger than, those adopted by equivalent regulators internationally. Two Regulatory Pathways Being Used The proposed changes are being progressed through two separate regulatory mechanisms.

1. Proposed Suspension of Second-Generation Anticoagulant Rodenticides (SGARs)

The APVMA has concluded that the current patterns of use of second-

generation anticoagulant rodenticides (SGARs) are creating unacceptable risks to non-target animals, including native wildlife.

As a result, the APVMA is proposing a suspension of SGAR products so that

stricter controls on their use can be implemented quickly. If enacted:

The suspension would occur as soon as practicable after the end of a six-week consultation with product registrants and state and territory governments. SGAR products would not be banned outright, but could only be used in accordance with new, enforceable instructions, conditions and use patterns that apply nationally. The interim controls are intended to remove the most likely routes of exposure for native wildlife while the broader review is finalised.

This targeted suspension process is separate from the main public consultation.

The APVMA has released draft decisions on all anticoagulant rodenticides. Key points:

Stricter restrictions on where and how products can be used

- Measures to reduce risks to people, pets, livestock, and native wildlife
- Some products may be cancelled; others will continue with amended labels
- All eight active ingredients remain approved but under revised conditions

Consultation

Public submissions are open until **16 March 2026**. The 27 January date relates only to SGAR registrant/government consultation and does not affect pest managers.

Implications for Members

Possible product cancellations and tighter label requirements. SGARs likely subject to stricter controls and enforceable instructions.

Compliance and documentation will be increasingly important.

AEPMA encourages members to:

- Review current rodenticide use
- Identify affected products
- Provide submissions highlighting technical, safety, and practical considerations
- Share real-world experience to inform the final framework

Consultation and Submission Timeframes

Public consultation on the proposed reconsideration decisions is now open.
Submission closing date: 16 March 2026

This is the relevant and confirmed consultation process for AEPMA members and the appropriate avenue for pest managers to provide technical and practical feedback.

Members may see references to a 27 January timeframe. This relates to a separate, targeted consultation associated with the proposed SGAR suspension and involves product registrants and governments. It is not the formal public consultation for pest managers and does not replace or shorten the 16 March 2026 deadline.



THE AEPMA MISSION IS TO SET THE PEST MANAGEMENT INDUSTRY STANDARD IN HARMONY WITH COMMUNITY ATTITUDES AND ENVIRONMENTAL STANDARDS, TO REPRESENT ALL PROFESSIONAL PEST MANAGERS WHO MEET THESE STANDARDS AND TO COMMUNICATE THESE STANDARDS TO GOVERNMENT, CONSUMERS AND THE BROADER COMMUNITY IN A WAY THAT ENHANCES THE IMAGE OF MEMBERS AND PROMOTES THE INTERESTS OF THE PROFESSIONAL PEST MANAGEMENT INDUSTRY

Advertising in the AEPMA Magazine puts your business directly in front of Australia's pest management professionals, decision-makers and suppliers. Each issue reaches thousands of technicians, business owners and industry leaders who rely on it for news, updates, and product information.

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David Priddy - Sundew (front) with Brisbane attendees at the Ecowise launch

Sundew Leads a New Era in Pest Management with Spectacular ecowise™ Launch

With packed launch events across Perth, Adelaide, Melbourne, Brisbane, and a sold-out Sydney finale, more than 300 industry leaders experienced firsthand the beginning of a new market segment — one pioneered exclusively by Sundew.

The first week of September marked a defining moment for Australia's pest management industry. Sundew Solutions' ecowise™ product launch was nothing short of historic — the first major national company roadshow introduction of a new active ingredient for professionals in more than a decade. And what an introduction it was.

At the heart of this breakthrough is Spinosad, a natural, internationally recognised bio-active now brought to the professional pest management sector in Australia for the very first time. This milestone wasn't the work of chance — it is a testament to what drives Sundew every day: Passion. Science. Solutions.

"This launch represents more than new products — it represents a new future for our entire industry," said David Priddy, CEO of Sundew Solutions. "For the first time, Australian pest managers can access an entirely new active ingredient powered by nature, backed by science, and built for real-world performance."

Leading the Way With Innovation That Matters

Professionals have been asking for smarter, greener, and more responsible tools — and Sundew has delivered.

Spinogel™ cockroach gel, now available from Agserv, David Grays, Garrards, and Globe, is the first of its kind: a pioneering natural-ingredient gel made with Spinosad, opening a category previously untouched in Australia. Early feedback from field professionals has been extraordinary, reinforcing Sundew's position as the nation's leading innovator in R&D for the pest management industry.

Two additional ecowise™ Spinosad innovations — McFly™ BaitSpray with Natural Spinosad and Spinout™ 133 SC Insecticide with Natural Spinosad —

are currently in the final stages of APVMA approval. While overdue, both products are anticipated to be approved at any moment, completing what will soon become the most exciting and comprehensive natural pest management product suite ever launched in Australia.

"We're not following global trends — we're setting them," David said. "Sundew did it because pest managers deserve better, and because innovation is in our DNA."

A Movement, Not Just a Product Line
The response to ecowise™ has been phenomenal. Across Sundew's national launch tour, the ecowise™ social content generated more than 38,000 views and 8,000+ interactions — and momentum continues to build.

Because ecowise™ is more than a range. It's a movement.

A movement powered by science, inspired by nature, and driven by the belief that Pest Controllers with Passion Can Change the World. "Pest controllers are the heartbeat of this industry," Mr Priddy added. "When they're equipped with products designed with purpose, they truly can change the world — responsibly, ethically, and intelligently."

Missed the Launch? Watch It Free, Anytime

Couldn't attend the biggest pest management event of the year? No problem — you can still experience every moment.

The FULL ecowise™ Product Launch, recorded live from the sold-out Sydney event, is now streaming online.

Watch it free here:
Sundew Training Academy - Sundew Solutions

Simply pop in your details to confirm your identity and enjoy instant access.

Hear directly from the formulation chemists, field biologists, and product creators behind the ecowise™ movement. Discover the science, the passion, and the innovation shaping the future of responsible pest control.

Or visit the Sundew Solutions website, open the eduSPACE menu, and enrol free to unlock the complete presentation.

With ecowise™, Sundew isn't just responding to a changing market — we're leading it. And as David puts it:

"We built ecowise™ to redefine what's possible. This is only the beginning."



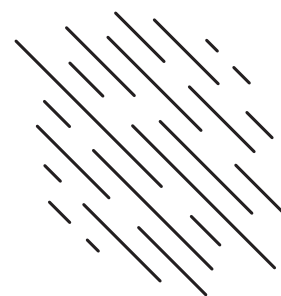
"This launch represents more than new products — it represents a new future for our entire industry," - David Priddy
CEO Sundew Solutions



MEMBER SPOTLIGHT

Hayden O'Halloran - Melbourne Zoo

In this edition of Member Spotlight, we turn our attention to one of the most unique pest management environments in the country—Melbourne Zoo. Hayden O'Halloran leads the charge in balancing effective control with animal welfare across a site teeming with sensitive species, free-ranging natives, and complex exhibit designs. From deploying parasitic wasps for biological fly control to modifying tree maintenance to deter nesting ibis, Hayden's approach is as innovative as it is meticulous. His work exemplifies the adaptability and precision required in zoological pest management, where every solution must account for the safety of both animals and visitors alike.



HAYDEN O'HALLORAN

I'm the Pest Control Coordinator at Melbourne Zoo, where I've managed everything from ants to ibis since 2020. Pest control runs in my blood — my father's been in the industry for over 30 years — and I've been immersed in it my whole life. What keeps me going is curiosity and a love of problem-solving, especially when it uncovers the weird and wonderful side of pest control.

MELBOURNE ZOO'S PEST PROBLEM-SOLVER:

Hayden O'Halloran has been Pest Control Coordinator at Melbourne Zoo since 2020, managing everything from ants to ibis to maintain a safe balance for animals and visitors. Beginning his career with Rentokil in 2015, he moved into commercial pest management in 2018 before taking on the zoo's unique challenges. With pest control in his blood (his father has over 30 years in the industry) Hayden brings curiosity, problem-solving, and a passion for uncovering the weird and wonderful facts that pest control reveals.

What's your favourite animal to work around at Melbourne Zoo, and what makes that species especially fun or challenging from a pest-management angle?

Giraffes would be my favourite animal to work around as they are always inquisitive. The most challenging species would be our reptiles and invertebrates areas as they are at direct risks of primary and secondary poisoning.

Which pests are your "usual suspects" by season in Melbourne, and how does your approach shift across summer vs. winter?

Due to the high number of indoor heated spaces like our plant nursery, invertebrate and reptile houses we tend to have large ant problems across winter as well as rodents. During summer our rodents are still active due to the high availability of food and harbourage areas, we also tend to have wasp, fly and American cockroach populations. There is also the impact caused by our possums on site, this is managed through building modifications and exclusion where possible. Lastly we have our Ibis. Due to their ability to adapt to urban environments we have had to dramatically modify the way we maintain our tress on site to minimise the potential nesting sites. I am very proud to say we have successfully deterred Ibis from nesting on site for over 12 months now due to our various deterrent methods. this was an estimated breeding population of about 1,000 Ibis in June 2024 that had adapted to breeding all year round.



Kuyan Rider & Rob Boschma caught up with Hayden and the team at Melbourne zoo



At Melbourne Zoo we're turning to nature to solve nature's problems. With so many animals comes plenty of droppings — and flies. Instead of relying on smelly pots or risky baits, we've adopted parasitic wasps that target fly pupae. It's a biological control that works with the ecosystem, not against it.



Can you walk me through an innovative solution you've tested or adopted recently—e.g., smart traps, remote sensors, biological controls, or habitat tweaks—and what you learned?

Currently we are adopting a biological control measure for flies. This method uses parasitic wasps that specifically target fly pupae as you can imagine with our large number of animals comes a large number of droppings. Due to the large and busy site most other methods for fly control are not ideal be it fly pots smell or the primary/secondary risk of my fly baits.

How do you balance effective control with animal welfare and non-target safety, especially near sensitive species or free-ranging natives?

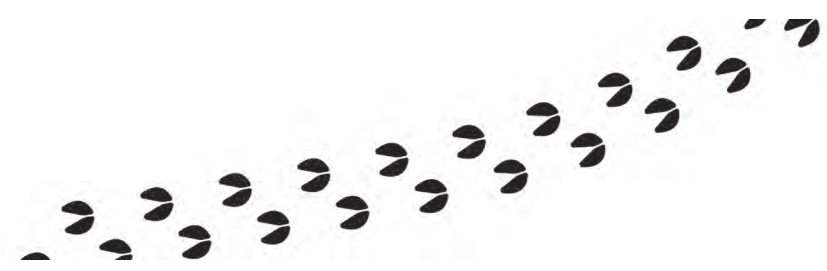
The free ranging natives on site that we need to be mindful of are water dragons, brush tail and ring tail possums. This is managed mainly through the use of bait stations however due to the abundance of possums on site external spray is extremely limited.

When a pest issue pops up in or near an exhibit, what's the first 24-hour plan—who gets looped in, what data do you collect, and how do you decide next steps?

The first thing for any pest issue is what is the risk to the animal this is determined by the keeper on the day through consultation with their coordinator and manager. Once the threat level has been determined I would discuss with the coordinator our various options and if it is something we have not carried out before a vet from our vets team would be brought in to determine if it was safe and if any additional controls were required. There is very few instances outside of wasps and ants inside an enclosure that requires quick and immediate action.

Zoos have lots of stakeholders—keepers, vets, conservation teams, facilities, food services, volunteers, and visitors. How do you align them when risk tolerance and priorities differ?

All departments are seen as equal, in terms of risk tolerances for individual animals this is determined through consultation with the relevant manager and a member of the vet team. An example of this is our reptiles are not used to rodents in their environment so a rat in the reptile house could kill multiple collection animals in a short period of time. The same is true of our Butterfly house one mouse or rat in this enclosure can be devastating.



BALANCING PEST CONTROL WITH ANIMAL WELFARE



How do you balance effective control with animal welfare and non-target safety, especially near sensitive species or free-ranging natives?

The free ranging natives on site that we need to be mindful of are water dragons, brush tail and ring tail possums. This is managed mainly through the use of bait stations however due to the abundance of wildlife and collection animals in the immediate vicinity of most buildings, on site external spray is extremely limited.

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Measuring success is one of the hardest things to do on site as it can constantly feel like there is no end to problems. .

How do you measure success—what KPIs or incident trends tell you a program is working (or needs a rethink)?

Measuring success is one of the hardest things to do on site as it can constantly feel like there is no end to problems. I would have to say that currently success is measured objectively in the way that we talk to people and if we notice a rise or fall in the number of concerns/issues being raised.

Tell me about a tricky pest problem that required outside-the-box thinking—what constraints did the animals or exhibit design impose, and how did you solve it?

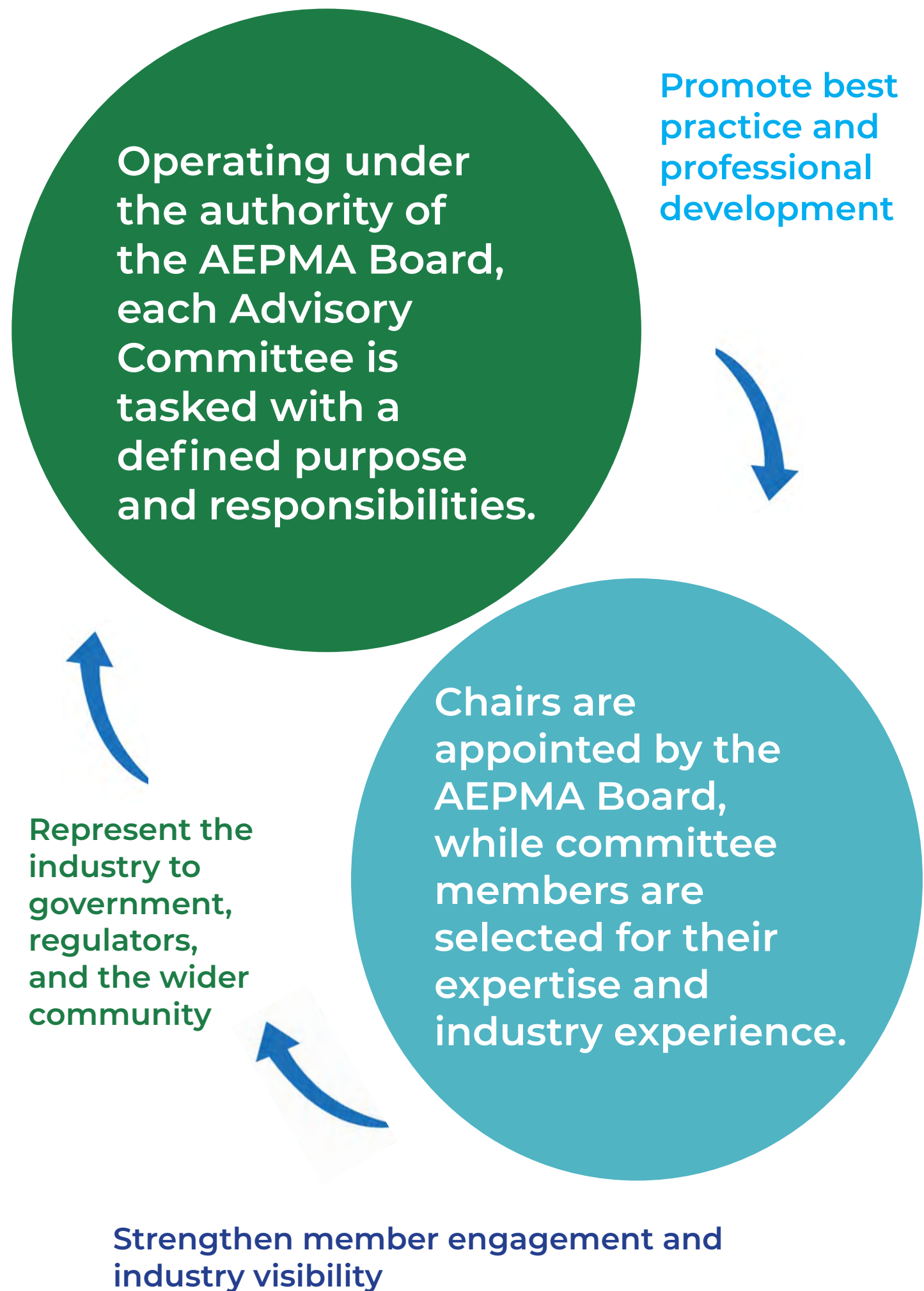
One of the trickiest problems we have is around rodents on exhibit we have had to have custom built station surrounds made to prevent our small primates from being able to access stations. The main problem here is our exhibits offer an ideal rodent environment with some being more than large enough to host large rodent populations without ever requiring them to leave. I am yet to find a way a way to build something strong enough to put in our tiger or gorilla exhibit.

STRENGTHENING PEST MANAGEMENT: AEPMA's Advisory Committees Lead The Way

Each committee meets regularly, reports formally to the Board, and operates with transparency, accountability, and alignment to AEPMA's strategic plan.

The Australian Environmental Pest Managers Association (AEPMA) has long been the voice of professionalism, innovation, and advocacy in the pest management industry. To ensure its members are supported with expert guidance and strategic direction, AEPMA has established a robust governance framework through its Advisory Committees. These committees provide insight, foster engagement, and uphold standards that safeguard the industry's reputation and sustainability.





Technical Advisory Panel (TAP) Chairperson: John Graham

The TAP provides impartial technical expertise, overseeing Codes of Practice and guiding the industry on standards and dispute resolution. Its work ensures pest management practices remain credible, consistent, and aligned with Australian Standards.

Training and Delivery Advisory Committee (TDAC) Chairperson: Sam Wood

The Training and Delivery Advisory Committee (TDAC) is dedicated to advancing professional development across the pest management industry.

TDAC's work focuses on designing and delivering programs that strengthen technical skills, promote safe practices, and keep professionals up to date with emerging technologies and regulatory changes. By fostering continuous learning, the committee helps pest managers adapt to evolving industry demands and maintain the highest standards of service.

Legislative and Government Advisory Committee (LGAC) Chairperson: Phil Sayer

The LGAC monitors and influences legislation, advocating for fair policies and representing the industry's interests to regulators and policymakers.

Its structured outreach ensures pest managers have a strong voice in shaping the regulatory environment.

Learning and Engagement Committee (LEC) Chairperson: Jack Dixon

Jack Dixon leads the newly amalgamated committee, combining the functions of learning, engagement, and events into a single, powerful platform for member connection and growth.

The LEC focuses on strengthening relationships across the industry, driving recruitment and retention, and ensuring members feel valued and supported.

Key responsibilities include:
Developing strategies to enhance engagement with members, partners, and the community

Advising the Board on initiatives that support sustainable growth

Monitoring the effectiveness of engagement activities

Promoting data-driven approaches to build trust and expand opportunities

By uniting learning, engagement, and events under one umbrella, the committee ensures that professional development and networking opportunities are seamlessly integrated into AEPMA's growth strategy.

YOUR COMMITTEES YOUR VOICE



**AEPMA CONTINUES TO
CHAMPION ITS MEMBERS AND
UPHOLD THE INTEGRITY OF THE
INDUSTRY.**

Together, AEPMA's Advisory Committees form the backbone of the Association's governance framework. By combining expertise in engagement, technical standards, training, and legislative advocacy, they ensure the pest management industry remains professional, resilient, and future-focused.

Leading with Expertise

Jack Dixon – Chair, Learning and Engagement Committee

Jack Dixon is the Director and Founder of GC Pest Control, established in 2013 on the Gold Coast. Under his leadership, the company has grown into a trusted provider across Brisbane, the Gold Coast, and Sunshine Coast. Jack brings his business acumen and passion for member engagement to AEPMA, where he chairs the Learning and Engagement Committee, driving initiatives that connect members and strengthen industry growth.

John Graham – Chair, Technical Advisory Panel

With more than 40 years in pest management, John Graham has led Termi Home & Commercial Brisbane for over 25 years. He is a Life Member of AEPMA, recognised for his outstanding service to the industry. As Chair of the Technical Advisory Panel, John oversees Codes of Practice and provides impartial technical guidance, ensuring Australian pest management standards remain credible and consistent.

Sam Wood – Chair, Training and Delivery Advisory Committee

Sam Wood works with Bell Laboratories, a global leader in rodent control products and training. He brings international expertise and a strong focus on education to AEPMA. As Chair of the Training and Delivery Advisory Committee, Sam champions high-quality training resources, certification programs, and professional development pathways that equip technicians with the skills needed for a changing industry.

Phil Sayer – Chair, Legislative and Government Advisory Committee

Phil Sayer has been a licensed pest control operator in Queensland since 1983 and holds a Bachelor of Science in Agriculture from Sydney University. He has served as Technical and Training Manager at Garrards, supporting pest managers nationwide with technical expertise. Phil has been recognised with the Wayne Naylor Memorial Award for Excellence and the AEPMA Bayer Excellence Award. As Chair of the Legislative and Government Advisory Committee, he advocates for fair regulation and ensures the industry's voice is heard by policymakers.

WorkCover, Personal Accident & Illness, and Life Insurance



Understanding Your Personal Protection



“ Unlike WorkCover or Personal Accident cover, Life Insurance can be arranged personally or through your superannuation and should be reviewed regularly as your business and personal circumstances evolve.

WorkCover – What’s Required

WorkCover (also known as Workers Compensation) is a government-run insurance scheme that protects employees if they are injured at work. It typically covers medical treatment, rehabilitation, and a portion of lost wages.

If you employ staff, you are legally required to hold WorkCover in the state or territory where your employees work. Each state operates its own schemes, such as WorkSafe Victoria, icare in NSW, or WorkCover Queensland and while the rules vary, the obligation remains consistent.

However, it’s important to note: WorkCover does not automatically cover sole traders,

contractors, or business owners. In most states and territories, owners must actively opt in if they want WorkCover-style protection through the government system. Personal Accident & Illness Insurance – Filling the Gap

For self-employed pest managers, working directors, and sole operators, Personal Accident & Illness insurance is often essential. It provides up to 75% income replacement, if you cannot work due to injury or illness, whether it happens on the job, at home, or outside work hours. Injury cover is standard within the policy, while illness cover can be added as an optional extra, giving you flexibility based on your needs and budget.

Think of it as your own version of WorkCover, designed specifically for you. You can choose:

- Weekly benefit amounts
- Waiting periods
- Benefit periods
- Optional Business Expenses cover

Many pest managers pair Personal Accident & Illness with Business Expenses insurance, which covers fixed costs such as rent, phone plans, loan repayments, and vehicle leases if you are off work for an extended period. Life Insurance – Protecting Family and Business Life Insurance (along with Total and Permanent Disability and Trauma cover) provides long-term financial security for your family or business in the event of death or permanent disability. For sole traders and small business owners, these covers play a critical role in:

Ensuring debts can be cleared

Providing financial support for your family

Protecting business partners and succession plans

Unlike WorkCover or Personal Accident cover, Life Insurance can be arranged personally or through your superannuation and should be reviewed regularly as your business and personal circumstances evolve.

What Works Best

Your ideal protection strategy depends on your business structure:

Employees – Covered under mandatory WorkCover in their state or territory.

Sole traders & business owners – Can choose Personal Accident & Illness, Life Insurance, or both.

Personal Accident & Illness offers short-term income replacement.

Life and Disability Insurance provides broader, long-term financial protection.

Families & business partners – Benefit most from Life and Disability cover to ensure financial stability if something unexpected occurs.

The right combination ensures coverage across income protection, family security, and business continuity.

How Aviso Specialty Can Help

At Aviso Specialty, we specialise in supporting pest management professionals and understand the unique risks of your industry.

In Western Australia, Tasmania, the Northern Territory and the ACT, our team can assist with placing Workers Compensation insurance and managing the claims process.

In all other states, we help guide you through the relevant government WorkCover system.

We arrange Personal Accident & Illness insurance for sole traders, contractors, and business owners. Whether you’re a sole operator or managing a team, our goal is to help you stay protected, compliant, and confident in your cover.

Contact Us

Talk to the Pest Guard Team

Contact the Pest Guard Team to see if these products are right for you and to obtain a copy of the Product Disclosure Statement (PDS) before making a decision about these products.

Phone: 1300 797 830

Email: pestguard@avisospecialty.com.au

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Pest Control In Fiji

**FROM TRADITIONAL PRACTICES
TO MODERN INNOVATIONS**

By: David V. Chand
Fiji Islands

Pest control has always been a critical aspect of life in Fiji, given its tropical climate and agricultural economy. The warm, humid conditions create an ideal environment for pests such as termites, rodents, mosquitoes, and cockroaches, which threaten homes, businesses, and crops. Over the years, pest control in Fiji has evolved from rudimentary methods to sophisticated, eco-friendly solutions that align with global standards.



Historically, pest control in Fiji was largely manual and community driven. Farmers and homes relied on natural remedies and physical methods such as:

Burning crop residues to eliminate pests hiding in remnants.



Using plant-based repellents like neem and coconut oil.

Cats and dogs were commonly kept to control rodents around homes and grain stores.

These methods were effective to a degree but lacked consistency and scalability, especially as Fiji’s agricultural, residential and business sector as the needs of the people grew.

The Chemical Era

By the mid-20th century, Fiji saw the introduction of chemical pesticides, mirroring global trends. Products like organophosphates and carbamates became popular for controlling insects and rodents.

While these chemicals were effective, they posed environmental and health risks, leading to growing concerns about sustainability and safety.

Modern Pest Control in Fiji

Today, pest control in Fiji is a professionalized industry with companies offering integrated solutions. Leading providers such as the members of the Pest Control Association of Fiji deliver services that include:

Integrated Pest Management (IPM): Combining biological, chemical, and physical methods to minimize environmental impact.

Eco-Friendly Treatments: Low-toxicity chemicals and organic alternatives to protect families, pets, and ecosystems.

Advanced Technologies: Use of monitoring systems, bait stations, and fumigation for import/export compliance.

Hygiene Services: Complementary offerings like sanitary bins, washroom care, and deep cleaning to reduce pest attraction.

These companies are ISO and HACCP certified, ensuring compliance with international standards for safety and quality.

Challenges and Emerging Trends

The pest control industry in Fiji faces several challenges:

Climate Change: Rising temperatures and humidity increase pest activity year-round.

Regulatory Compliance: Stricter controls on chemical use demand continuous training and certification.

Labor Shortages: Skilled technicians are in high demand, requiring investment in education and retention.

Customer Preferences: Growing demand for natural and eco-friendly solutions drives innovation but raises costs. With information more readily available the demand for international standards is also on the rise.

Emerging trends include:

Smart Pest Control Systems: Digital monitoring and AI-powered solutions for real-time pest tracking is something that is being worked towards but is just not here yet for Fiji.

Biological Control: Use of natural predators and microbial agents to reduce reliance on chemicals.

Sustainability Focus: Adoption of green certifications and environmentally responsible practices.



David Chand receiving BASF online training certificates — a milestone in Fiji’s evolving pest control education.

Pest control in Fiji has come a long way—from traditional remedies to advanced, sustainable solutions.

As industry continues to adapt to environmental challenges and customer expectations, integrated and eco-friendly approaches will define the future.

For homes, businesses, and agriculture, pest control remains not just a necessity but a cornerstone of health, safety, and economic stability.

A New Era of Growth Down Under

Pelsis Group Appoints Tom McGill as Sales Director for Asia-Pacific



Stewart Island during the late-summer months. He also holds a private pilot's licence, plays lead guitar in several bands, and is a lifelong rugby fan — the kind who can talk scrums and set-pieces for hours.

His enthusiasm, energy, and curiosity shine through in everything he does, both on and off the field.

Tom's leadership style is collaborative yet accountable — he values team culture, channel trust, and delivering measurable results.

What this means for Australia & NZ:

For the Australian pest-control market, Tom's appointment underscores Pelsis's commitment to local partnerships, expanded product offerings, and next-level support for distributors, service providers, and end-users alike.

The pest-control landscape has never been more dynamic. Global supply-chain pressures, resistance management, and shifting environmental standards are reshaping the way professionals work. Bringing Tom on board reflects Pelsis's proactive stance — building a stronger regional team to stay closer to customers, their challenges, and their future opportunities.

"I'm excited to step into this role at a time when the pest-control industry is transforming.

Our customers are facing bigger challenges and higher expectations, and I believe Pelsis has the right products, the right people, and the right mindset to partner with them. My aim is simple: to help our customers succeed — because when they succeed, we succeed."

With regulatory change, sustainability pressures, and customer expectations continuing to evolve, Tom will play a key role in driving Pelsis's strategic agenda — from product innovation and training to technical support and after-sales service.

Why now — and what to expect:

The pest-control landscape has never been more dynamic. Global supply-chain pressures, resistance management, and shifting environmental standards are reshaping the way professionals work. Bringing Tom on board reflects Pelsis's proactive stance — building a stronger regional team to stay closer to customers, their challenges, and their future opportunities.

Over the next 12 months, readers can expect:

Enhanced training programmes tailored to Australia/NZ markets

Expanded product portfolios addressing local pest-control challenges (commercial, residential, and food-industry)

Strengthened technical-support infrastructure to improve service efficiency

A renewed focus on sustainability, IPM, and best-practice leadership

Tom McGill's appointment represents a significant step forward for Pelsis Group in the Asia-Pacific region and reaffirms the company's long-term commitment to supporting the pest-control industry in Australia and New Zealand.

Pelsis looks forward to working even more closely with its valued partners and customers — aiming higher, together.

For further information or to connect with Tom McGill and the Pelsis regional team, please visit [Pelsis.com](https://pelsis.com)

Pelsis Group, a global leader in pest-control solutions, is pleased to announce the appointment of Tom McGill as Sales Director for the Asia-Pacific region. Tom's appointment marks an exciting new chapter for Pelsis as the company continues to strengthen its footprint across Australia, New Zealand, and the wider Asia-Pacific market.

With more than 25 years in the pest-control industry, Tom brings deep experience, technical insight, and a genuine passion for the profession. Based in Auckland, he has been part of the Pelsis team for several years, working across regional sales and key-account management. His understanding of distribution, channel partnerships, and commercial strategy uniquely positions him to accelerate Pelsis's growth in this region.

Tom is also the Vice President of the Pest Management Association of New Zealand (PMANZ), keeping him closely connected to industry developments and best-practice innovation.

Outside of work, Tom's adventurous streak takes him diving with Great White Sharks at

Bird Management Solutions for All Situations

Bird management can be a complex and frustrating subject for pest managers. Due to their persistence in trying to overcome bird deterrent systems. However, it is also a potentially lucrative one, as tackling common species such as feral pigeons, starlings, sparrows and gulls is high on the priority list for many commercial (and some residential) property owners. If left unchecked, birds can present significant issues for both commercial and domestic buildings.

For example, their acidic droppings can damage the fabric of a building. A single pigeon can produce 12 kg of droppings annually, potentially eroding stonework and creating extensive damage to building structures. Droppings are also a significant issue for solar panel installations. Birds also bring significant health and safety risks, with their droppings creating slip hazards while introducing pathogens such as *Cryptococcus neoformans*, *Chlamydia psittaci* and *Histoplasma capsulatum*. Bird droppings located near ventilation points are particularly problematic as this can cause pathogens to spread easily.

In addition, nesting sites can pose fire risks, especially behind solar panels or near electrical wiring. Together, these issues highlight why effective bird management is a key area of business for pest managers.

To begin with, the pest manager needs to conduct a thorough building audit to ascertain the level of bird pressure at the site. This doesn't comprise bird numbers, but, instead, centres around the question 'Why are birds on this particular part of the building?' Identifying the root cause of the behaviour is key to implementing the correct control measures.

The first step, similar to many pest strategies, is to remove easily accessible food sources. It's also particularly important to discourage people from feeding birds.

Following this, non-chemical methods of pest control should always be the first to be considered when tackling bird problems. Deterrent tactics, exclusion and restriction management are the first methods pest managers should deploy as part of an integrated pest management strategy. These have been proven to be far more effective than lethal methods of control which address the problem, but not the underlying cause – not to mention the legal implications regarding the treatment of protected species.

Depending on the level of bird pressure, the pest manager can consider which control measure to deploy. A low pressure situation would see birds using part of a building occasionally, which can be easily bird proofed. Medium pressure would be where birds are using a building's structure habitually during the daytime to overlook regular food sources.

The highest pressure situations are infestations where the birds have established nighttime roosting and nesting sites, leading to the dangerous accumulation of droppings. For these sites, birds will be highly tenacious and motivated to overcome any proofing systems.

The Network range of bird management solutions offered by Pelsis empowers pest managers to meet different bird pressures with products from tried and tested brands.

These include Avipoint spike systems, which are bird deterrents tailored for medium and high pressure roosting situations. They can be particularly beneficial when deployed alongside a netting system. For sites in coastal areas, Avipoint spike solutions are also available in marine grade stainless steel to minimise corrosion.

With solar panels – a common roosting site for birds – pest managers can look at the Pelsis range of solar panel bird proofing products to prevent birds from gaining access underneath. For other high-pressure situations such as open ledges, the use of bird slopes can be offered to clients who are looking for a more aesthetically pleasing solution compared with traditional spikes.

When installers need to turn to a more modern method, they can use Avishock Energiser systems. The energiser sends a pulse of electricity along the Avishock track every 1.3 seconds, making

for an effective and safe deterrent solution. Audio bird scaring tools are also available, which use distress calls to deter flocks from settling in a particular location.

When advising clients on bird issues and surveying sites to ascertain bird pressures, it is important to look holistically not only at current roosting spots, but also potential alternatives for tenacious flocks. This will help identify the best long-term solution for the client while also minimising the potential for callbacks and associated costs of dealing with flocks that have simply relocated.

Pelsis is committed to equipping the pest control industry with the tools to tackle bird infestations effectively. The Network range of bird management tools empowers pest managers to deliver robust bird management strategies for their clients. More information can be found on the Pelsis website.



Introduced into the market last year, EXTERRA EVER-READY has already made a name for itself, bringing the end to thousands of termite colonies across the country. EXTERRA EVER-READY is the latest advance in termite colony elimination from Ensystex, the global leader in termite baiting technology.

EXTERRA EVER-READY brings together the proven performance of the EXTERRA Termite Colony Elimination System in a streamlined, 'active on install' format—offering homeowners immediate protection and pest managers greater efficiency

Efficacy using natural approach to termite protection.

This homeowner video demonstrates how the system works in real-world settings.

At the heart of EXTERRA EVER-READY are its EZ In-ground Stations. Slimmer and easier to install, the EZ Stations come pre-loaded with the REQUIEM EVER-READY Termite Bait, the most palatable termite bait on the market. Pest managers simply remove the stations from the carton and place them in the ground—no additional preparation required. EVER-READY EZ Stations are installed around properties and connected by FOCUS Termite Attractant, which forms our unique EXTERRA Termite Interception Zone™ to protect against termites passing between the stations.

Since EVER-READY is active from the start, any termites present will be actively intercepted, and the colony eliminated.

The REQUIEM EVER-READY Bait destroys the entire termite colony, including the queen. Its performance is backed by more than a dozen peer-reviewed scientific papers from leading termite researchers, confirming its superior palatability and proven efficacy. It's a level of scientific validation unmatched by other systems. Installation involves little to no disruption to the homeowner. You then simply need to periodically inspect the EZ Stations and replenish them if required.

Most importantly, EXTERRA EVER-READY provides the added security of you knowing that, even if termites enter a property in between your inspections, or if your scheduled inspection is delayed, the EZ Stations are always active, so the home is ALWAYS protected, 24 hours a day, 7-days a weeks for 365-days of the year, offering a long-term termite protection system that's easy on the environment.

EXTERRA EVER-READY is a safer, environmentally friendly way to protect Australian properties against termites. It provides a safer, more natural approach to protecting homes. Call us on 13 35 36 to find out more today.

“Exterra Ever-Ready is an environmentally responsible solution, defending homes from termite infestations right from the moment of installation.” - Steve Broadbent (Ensystex Regional Director)



**EVER-READY
EZ STATION &
BAIT SACK**



From Reactive to Recurring: Rethinking Household Rodent Control in 2026

As the silly season rolls around pest managers across Australia find themselves in the familiar position of working longer hours, responding to a surge in service calls, and juggling mounting customer demand. Summer brings activity across almost every pest category, and for many operators, that intensity leaves little time for anything else.

Yet this period of peak workload is precisely the time to reflect on where your business is heading. When winter arrives and activity slows, the businesses that planned ahead during the chaos are the ones that continue to perform. The question is not just how busy you are today, but whether the model you're running will carry you through the quieter months ahead.



Australia's reactive rodent model In Australia, household rodent control is a largely reactive sector. Homeowners call when they hear scratching in the ceiling, find droppings in the pantry, or catch a glimpse of a mouse in the kitchen. The job is framed as a crisis response: solve the immediate problem, move on, and hope your brand is remembered the next time it happens.

For most pest managers, this means rodent control is transactional. It is unpredictable, seasonal, and heavily reliant on weather patterns and consumer reaction. Revenue rises and falls with conditions outside your control.

But compare this with termites Now consider how the industry approaches termite management. For decades, pest professionals have successfully shifted termites from a "call us when it happens" event into a structured, recurring service model. Homeowners accept termites as an unseen but ongoing risk and are willing to invest in monitoring systems, inspections, and long-term protection. The result is predictable revenue, stronger customer relationships, and a clear pathway for business growth. So the obvious question is why is rodent control different?

Rodents are no less destructive. They contaminate food, damage wiring, compromise insulation, and transmit disease. Unlike termites, they are present in every region of Australia, from cold to tropical, coastal to arid. The risk is universal. The emotional response from homeowners is immediate and visceral.

Yet rodent services continue to be positioned as a once-off fix instead of an ongoing protection strategy,

and this represents one of our industry's most under-utilised commercial opportunities.

Turning rodent control into recurring revenue

Household rodent management does not need to rely on peak seasons or infestation spikes. It can be structured as a recurring service, just as termites have been for decades.

International markets have already shown what's possible. In Europe and North America, proactive rodent monitoring programs are commonplace. Pest managers have shifted from reactive treatment to routine monitoring, proofing, and targeted intervention. Increasingly, this is being supported by technology that delivers data-driven, environmentally responsible outcomes.

The commercial outcome is more predictable revenue, improved customer retention, and stronger differentiation in a crowded market.

A modern approach to a universal problem

The iQ Household Rodent Monitoring Program is designed to challenge Australia's traditional approach. Instead of treating rodents only once they become visible, pest managers can install non-toxic, sensor-based monitoring devices that track rodent activity proactively. Data shows when activity begins, when it increases, and when it stops. The conversation shifts from "call us when it's bad" to "we're actively protecting your home year-round".

Rodenticide is no longer the default. Instead, it becomes a targeted response introduced only when activity is confirmed.

This not only improves outcomes but directly addresses rising concern from consumers around rodenticide use in residential environments.

The model is simple and proven:

Monitor continuously
Intervene precisely
Prove results with data
Maintain protection through proofing and follow-up

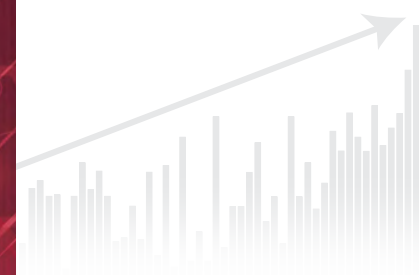
The structure mirrors termite programs, but with broader application. Every home is at risk from rodents. Not every home is in a termite zone.

A commercial reset for 2026

As you reflect on 2025 and look ahead to the year to come, consider what rodent control could become for your business. Rather than viewing it as a seasonal, reactive service, it can be positioned as a year-round protection program that builds resilience into your revenue model.

Rodents are not a niche problem. They are a universal one.

For those prepared to modernise their approach, they represent one of the most commercially scalable opportunities in residential pest control today.



INCREASE YOUR REVENUE WITH iQ

Household Rodent Monitoring Program

STEP 1

Upsell, as part of another Pest Problem

What if you could offer a year-round rodent monitoring program that solves problems before they start? Installing smart monitoring devices creates the opportunity to return with real, verified rodent activity, data you can share with the homeowner to solve the problem. Rodenticide is only introduced when necessary, minimising risk and reinforcing a safer, more responsible approach. It's proactive, professional, and built around the homeowner's best interest.



STEP 2

Install iQ devices around premises with non-toxic bait

Identify ingress points to install Pulse Rat iQ or Pulse Mouse iQ devices loaded with Detex Blox around the premises, including the roof void. Non-toxic, no risk, palatable bait to entice and monitor activity.



STEP 3

Reason to return to site

Use data to prove rodent activity to the homeowner with verified timestamps. Rodenticide is only introduced when necessary, minimising risk and reinforcing a safer, more responsible approach. It's proactive, professional, and built around the homeowner's best interest.



STEP 4

Apply rodenticide with a targeted plan

Using existing hardware that's safe, secure, and familiar to rodents, implement rodenticide targeting confirmed activity. Apply sufficient bait to resolve the infestation, using stations already visited for optimum uptake. After 30 days, revisit the site to assess movements and consumption. If activity persists, rebait and repeat. Once rodent activity has ceased, replace rodenticide with non-toxic monitoring bait to minimise risk and continue to monitor. Complete the process by proofing entry points and removing harbourage to minimise re-infestation.



STEP 5

Repeat, Revisit and Retain an ongoing customer - for ALL pest problems

Turn rodent control into a year-round revenue stream with a proactive, solution-based monitoring program. Use quieter winter months to grow your customer base by offering real value: early detection, reduced risk, and lasting peace of mind. This approach not only prevents rodent problems before they escalate, but it also deepens trust and retention with your most unpredictable, hard-to-bank customers - homeowners.



AEPMA Branch Update

This update brings together recent news and outcomes from AEPMA branches.

From regulatory engagement to training and industry developments, these meetings continue to play a vital role in supporting members and advancing pest management across Australia.

If you would like more information on our branch meetings, please contact info@aepma.com.au

Queensland

Reminder for Licensed Technicians – Keep Your Details Up to Date

Licensed pest management technicians play a vital role in safeguarding public health, and maintaining accurate records with Queensland Health is an important part of that responsibility. Whenever there is a change of address or other contact information — whether for the individual licence holder or the business they work for — it is essential that these details are updated promptly.

The easiest way to manage this is through the PH Connect online portal, where technicians can:

Check current licence details
Confirm licence expiry dates (also printed on the pest management licence)
Update contact information directly

To use PH Connect, technicians must be registered users. Instructions for creating an account are available on the website, and you will need your client reference number, located at the top right corner of the latest decision notice issued with your licence.

For assistance, contact Licensing@health.qld.gov.au. Alternatively, updates can be submitted using the Change in Circumstances form, which can be completed and emailed to Licensing@health.qld.gov.au. Links to both the PH Connect portal and the Change in Circumstances form are available on the Queensland Health website under:

Pest management application forms, templates and fees

Keeping your details current ensures smooth communication, compliance, and uninterrupted licensing — a simple but important step in maintaining professional standards across the industry.

New South Wales

AEPMA NSW/ACT Branch Update – September to November 2025
The NSW/ACT Branch of AEPMA convened its latest meeting via Zoom on 29 September 2025 at 3:30 pm.

Attendance was strong, with nine members present and several apologies noted. Chairperson Patrick Legey opened proceedings by welcoming all participants, with special acknowledgement of Trent Chapman of Local Pest Experts in Taree, recently named Australian Pest Manager of the Year 2025, and Doug Balsom of Serial Pest Control in Sydney, founder of the Pest Manager Online Group.

Following confirmation of the previous minutes, discussion turned to key industry matters. The ongoing ban on glue boards in certain states was reviewed, alongside AEPMA's submission to government and the Minister's reply. AEPMA continues to press for exemptions for licensed professional pest managers.

The merger of PMITAG (Pest Management Industry Training and Advisory Group) with the national Training and Delivery Task Force was also noted.

A major focus was the lack of qualifications for pre-purchase timber pest inspectors. Gary Stephenson outlined concerns and the potential for licensing, supported by correspondence between AEPMA and the Minister for Better Regulation and Fair Trading. Stakeholders remain in a holding pattern, awaiting the NSW Government's draft licensing model, which has been pending for two years. The issue gained public attention through a Sydney Morning Herald front-page article on 23 November 2025, titled "The shocking truth about home inspections costing buyers millions", which remains accessible online.

On 25 November, Anthony Vidler (Buildskills) hosted a roundtable in Surry Hills, Sydney, to review the Urban Pest Management Review. Despite the early 8:00 am start, attendees included Patrick Legey (AEPMA NSW), Martin Bowles (EPA NSW), and Greg Cheetham (ITAB). The two-hour session assessed progress to date, with Buildskills expecting a first draft for public comment in December.

The branch also discussed the ongoing review of Industry Codes of Best Practice. A working party met on 14 November to examine the Code of Practice for Pre-Purchase Inspections. Currently, three national codes are supported by training and accreditation:

Pest Management in the Food Industry
Termite Management
Termite Management During Construction

All are available through the AEPMA training portal, complete with assessments. Members raised concerns about confusion on the EPA website regarding trainee permits. Initially, it appeared enrolment in a registered

course was required. However, AEPMA NSW confirmed with EPA that permits can still be issued under the negotiated exemption. Trainee pest management technicians (PMT) and timber pest management technicians (TPMT) may commence work without enrolment in an approved course for up to 84 days, under the Trainee Approved Course of Training Exemption Order 2024. This exemption remains in force until 14 March 2028 unless revoked.

Further, on 21 November 2025, AEPMA representatives Stephen Ware, Patrick Legey, and John Murray met with ACIL Allen, engaged by EPA to prepare a Regulatory Impact Statement (RIS) for the review of the Pesticides Regulation 2017. While challenges remain, AEPMA continues to work towards securing the best possible outcomes for the industry. In closing, Chairperson Patrick Legey extended warm wishes on behalf of the NSW/ACT State Council for a Merry Christmas and a Happy New Year 2026.

The next branch meeting will be held via Zoom in February 2026, with details to be announced.

Contact Information:
Patrick Legey – Email:
patrickmarclegey@gmail.com Phone:
0438 022 984

AEPMA National Office – info@aepma.com.au
Or reach out to your State Council Delegates

Victoria

Vale Dr. Don Ewart, AEPMA Life Member.

The Victorian Branch expresses our deep sadness at the passing of Dr Don Ewart on 14 November 2025. Don was a stalwart of the pest management industry and a passionate advocate for women within the profession. I remember fondly the personal encouragement he offered me; his insights and support were invaluable to many women, particularly at a time when female role models were few.

Don's long and distinguished career included significant contributions at the CSIRO, though he was best known as an educator who trained generations of pest controllers. We were honoured to recognise his service in 2024 with the awarding of Life Membership. His extensive knowledge of termite biology and his robust, thoughtful discussions will be greatly missed.

The Victorian Branch held its general meeting on 16 October 2025, with special guest Brendan Gorrie, Chief Compliance Officer, Department of Health Pesticide Safety Team.

Brendan provided members with an update on the latest developments in pest control licensing. The meeting also included substantial discussion regarding proposed changes to the BuildSkills training package and the potential implications for new trainees and employers. Members were advised that industry consultation would occur through roundtable sessions in late November, followed by educational webinars throughout December 2025.

We are pleased to be hosting our Christmas Event on Thursday, 18 December, at The Railway Hotel, Yarraville. All are welcome. Please remember to RSVP by Wednesday, 17 December. We extend our sincere thanks to Ensystex for their generous support.

It has been a busy year for the Victorian Branch and for our industry as a whole. Significant improvements have been proposed to our training frameworks, and we are optimistic that these changes will deliver better outcomes for consumers and help build a more highly skilled workforce equipped for the modern pest control environment.

We wish everyone a safe and happy Christmas and look forward to working with you all in the year ahead. - **Emma Mendelsohn Victoria Branch Chair & AEPMA Board Member**

AEPMA

Your National Voice
for Pest Management

Representing Australia's
Professional Pest Managers Nationwide



AEPMA Victoria Branch Social Event - 16th October 2025
Sponsored by Sundew

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Dear Members,

As 2025 draws to a close, we extend our thanks to each of you for your dedication, professionalism, and commitment to raising the standards of pest management across Australia. Together, we've navigated challenges, celebrated achievements, and continued to strengthen the reputation of our industry.

This festive season is a time to pause, reflect, and appreciate the communities we serve and the colleagues we work alongside. May your Christmas be filled with joy, rest, and connection, and may the New Year bring fresh opportunities, growth, and success.

We wish you and your families a Merry Christmas and a prosperous 2026.

Warm regards,
The AEPMA Team



The AEPMA National Office will be closed from 19 December 2025 and will reopen on 12 January 2026.

During this period, our team will continue to take calls and monitor emails to ensure members receive support as needed.

We wish you a safe and enjoyable holiday season.



Working in heat can be hazardous and can cause harm to workers

Number of accepted workers' compensation claims resulting from working in heat

1,774

over the ten years from 2009-10 to 2018-19p

OF THESE CLAIMS:

 **1,679***
working in the sun

940
of these claims were cancer related



441
of these claims were heat stroke or heart stress related




95


working in hot indoor conditions



*Includes a further 298 claims for 'other conditions', such as the effects of weather and other skin and tissue diseases

 You must do everything reasonably practicable to eliminate the risks of working in heat. Where the risk cannot be eliminated, it must be minimised as much as reasonably practicable.

 Different workers may react differently to heat conditions.

 Heat is not just a hazard when working outdoors on hot days. Consider the conditions inside your workplace and what hazards may be present.

WAYS TO CONTROL RISK



Automate processes, use plant equipment to reduce physical labour requirements



Relocate work to cooler or air-conditioned areas



Where possible, don't allow workers to work alone



Modify targets and work rates to account for conditions



Schedule work to cooler parts of the day/year



Review rest schedules

For further information see our [Managing the risks of working in heat fact sheet](#) or our [Guide for managing the risks of working in heat](#)

Note: The claims data has been sourced from Safe Work Australia's National Data Set for Compensation-based Statistics (NDS), which is compiled based on workers' compensation data provided annually by each of the jurisdictional workers' compensation authorities. The data for 2018-19 is preliminary (denoted by 'p') and will be subjected to upwards revision when new data is available

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WE WANT YOU

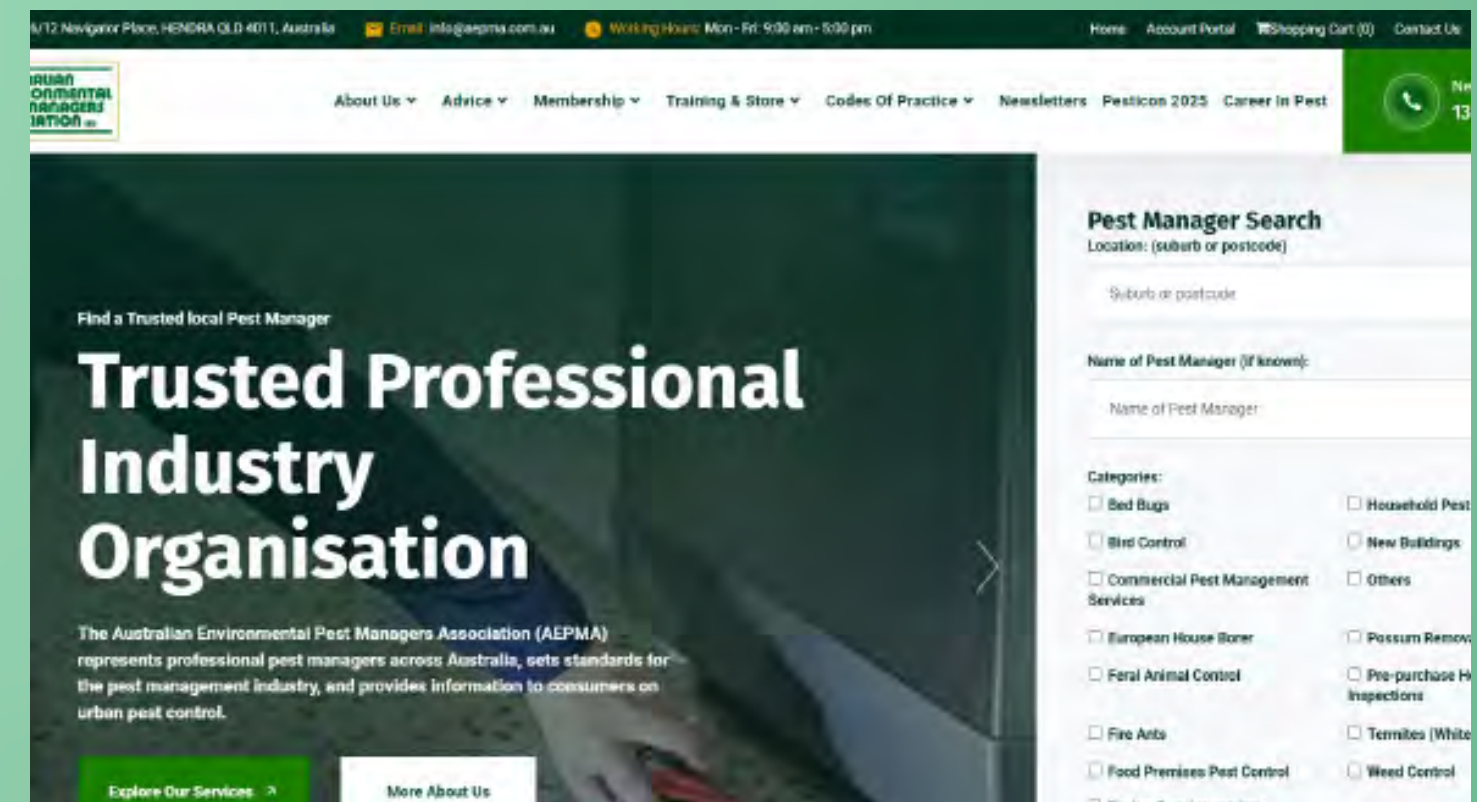


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