

Australia's Pest Management Industry Magazine

AEPMA

MAGAZINE

Inside the Industry's
Biggest Event of the
Year

Buildskills Update

Shutterbug winner
announced!

AWPMA Excellence
Award Finalists

PESTiCON

2025

6-8 AUGUST

ADELAIDE CONVENTION CENTRE, ADELAIDE SA

ADAPT
& THRIVE:
NAVIGATING
CHANGE IN PEST
MANAGEMENT

June 2025

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WELCOME

This edition marks a busy and exciting moment for pest management in Australia.

With Pesticon 2025 on the horizon, we've packed these pages with updates, stories, and insights that speak to both the challenges and momentum across the industry.

From training reforms and sustainability efforts to the lighter side of fieldwork (don't miss the Shutterbug winners), this issue captures the full spectrum of what it means to work in pest control today.

You'll also find contributions from long-time professionals, fresh voices, and industry leaders pushing for change. Whether it's business growth, smarter marketing, or the future of technician training—there's no shortage of thought-provoking content.

If you're heading to Adelaide in August, this is your unofficial guide. If you're reading from the field between jobs, we hope it gives you something worth pausing for.

Thanks for reading—and as always, we welcome your feedback and contributions for future editions.

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Pressurised Fly Bait

Seclira®
Pressurised Insecticide

Goliath® Gel
Cockroach Bait

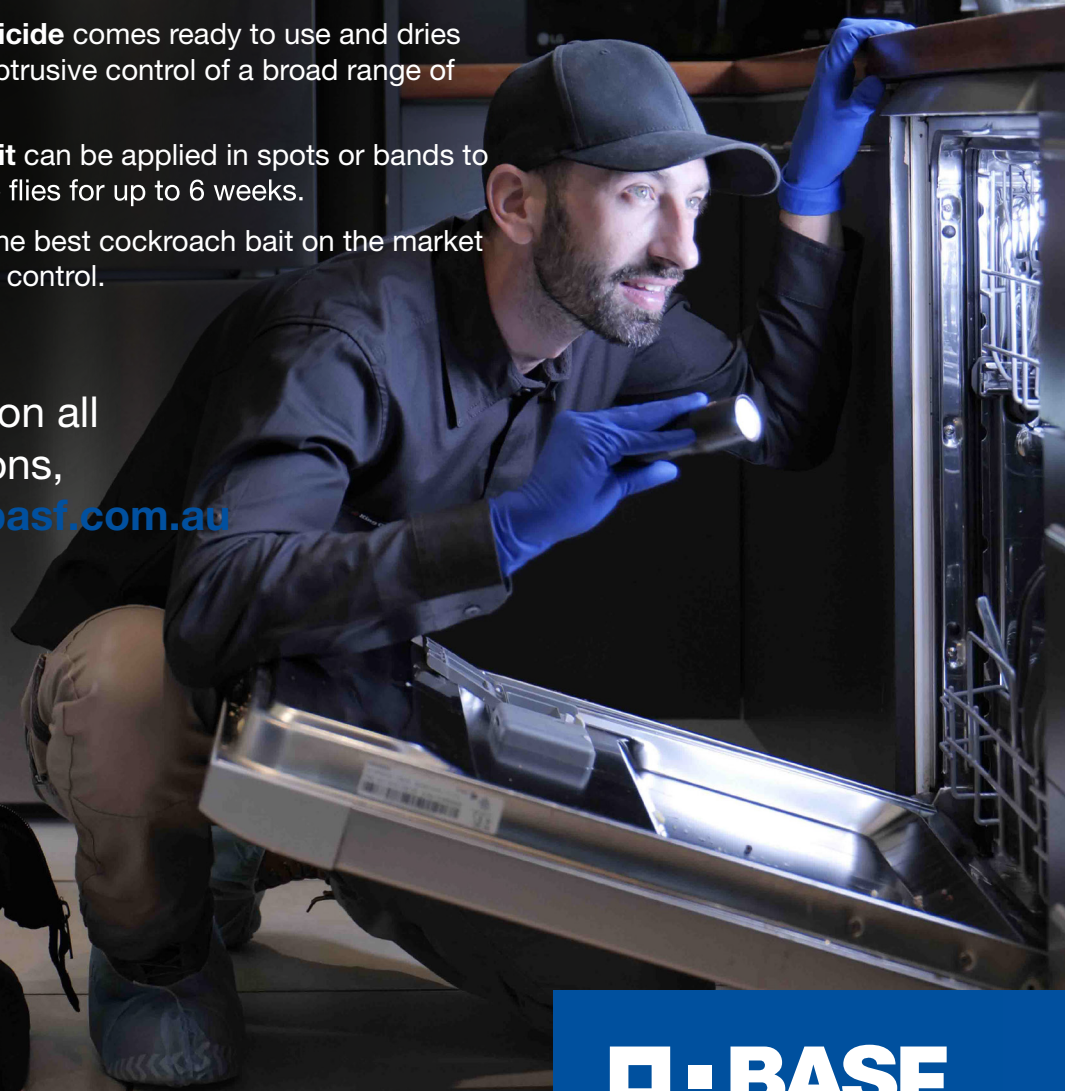
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STARTS
HERE

A toolbox to inspire all-round confidence

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- **Seclira® WSG** is the first non-staining and odourless general insecticide for indoor and outdoor use.
- **Seclira Pressurised Insecticide** comes ready to use and dries clear and odourless for unobtrusive control of a broad range of pests.
- **Seclira Pressurised Fly Bait** can be applied in spots or bands to attract and control nuisance flies for up to 6 weeks.
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Welcome Message

Vasili Tsoutouras
AEPMA President



Pesticon 2025 is fast approaching, and with it comes an important opportunity to reflect on where the industry stands—and where it's heading.

This year's theme, Adapt and Thrive, speaks directly to the challenges many of us are facing. The way we work is shifting. New technologies, tighter regulations, and environmental pressures mean we need to be more agile than ever. Pesticon is designed to provide practical tools and real-world insights to help you meet these changes head-on.

In this edition, you'll find a preview of what's in store—sessions focused on business growth, training, emerging pest threats, and the systems that help us work smarter. You'll also hear from professionals in the field, sharing stories and strategies that reflect the realities of day-to-day pest management.

Whether you've been in the industry for decades or are just getting started, Pesticon is a chance to connect with others, learn something new, and sharpen your approach.

We'd like to take this opportunity to thank our sponsors:

Platinum Sponsors – Ensystex & Syngenta

Gold Sponsors – PelGar & Rapid Solutions

Silver Sponsor – Globe Pest Solutions

And our other supporters – Agserv, BASF, Bell Laboratories, Envu, Flick Anticimex, Rentokil Initial & Sentricon.

Your support helps make Pesticon possible.

I hope you enjoy the magazine—and I look forward to catching up in Adelaide.

HAVE YOU RENEWED YOUR MEMBERSHIP?

**STRONGER TOGETHER: JOIN AUSTRALIA'S
LEADING PEST MANAGEMENT ASSOCIATION**

Join AEPMA to stand out as a trusted, professional pest manager.

Membership gives you access to training, Codes of best Practice, Exclusive Resources, and real-time support—so you're not just keeping up, you're leading the pack.

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WHY YOU SHOULD JOIN AEPMA



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Have a say on key
issues facing
pest management



NETWORKING OPPORTUNITIES

Connect with other
pest management
professionals



CODES & RESOURCES

Locate best practice
codes of practice
and more



The voice of the
Australian Pest
Management Industry



PESTiCON

2025

6-8 AUGUST

ADELAIDE CONVENTION CENTRE, ADELAIDE SA

**ADAPT
& THRIVE:**
NAVIGATING
CHANGE IN PEST
MANAGEMENT

WHATS ON AT PESTICON?

Pesticon 2025 brings three big days to Adelaide from 6–8 August, with sessions covering new tech, business growth, and what's next for pest control. Outside the conference room, there's plenty on offer—start with the Welcome Reception, catch Taryn Brumfitt at the AWPMA Breakfast, join in the Happy Hour & Pub Quiz, and round out the event with the Gala Dinner and Industry Awards. The Exhibition Hall will be full of the latest tools, demos, and familiar faces. It's a packed program—on and off the stage.

The countdown is on for Pesticon 2025, the premier event for Australia and New Zealand's pest management professionals. Held at the Adelaide Convention Centre from August 6-8, this year's theme, "Adapt and Thrive: Navigating Change in Pest Management," reflects the industry's response to evolving technologies, climate challenges, and business realities and will help you stay ahead of the game in an industry that's changing fast.

The conference program is packed with practical sessions, expert speakers, and panel discussions that cover the real-world challenges and opportunities pest managers face every day. Topics include new pest control technologies, staff training, business growth, marketing, and how to adapt to things like climate change and regulatory changes. Explore our program highlights later in the magazine to get a preview of some of our speakers and sessions in store for attendees.

Don't Miss the Social Events

Pesticon 2025 is also a great chance to network and have some fun!

Welcome Reception (Wed 6 August): Meet and mingle with other pest professionals as we kick things off - **Sponsored by Ensystex.**

AWPMA Networking Breakfast (Thurs 7 August): Hear from special guest speaker Taryn Brumfitt over a seated breakfast. It's a motivating start to the day. Limited tickets available. **Sponsored by Envu**

Happy Hour & Pub Quiz (Thurs 7 August): Grab a drink, enjoy the laughs, and test your knowledge at this relaxed evening event - **Sponsored by Syngenta.**

Gala Dinner & Industry Awards (Fri 8 August): Dress up and celebrate the best in the business at the industry's night of nights. **Sponsored by Rentokil Initial.**

Our Exhibition Hall will again be the hub of activity—featuring all the big names in pest products and services.

You'll see the latest innovations, get hands-on with new tools, and grab a bite during breaks, lunch and even a light breakfast on Friday morning.

Secure your spot - Register today!

Early bird pricing available until 30 June 2025, now is the time to secure your spot.

Full delegate packages start at just \$550 for members and \$575 for non-members

Discounts for groups of 2 or more delegates

Partner passes available for social events at a special rate of \$320 (includes Welcome Reception, Happy Hour & Gala Dinner)

Tickets to the AWPMA Networking Breakfast can be purchased through the registration portal. The breakfast is open to all - but there are limited seats - so don't delay!

Register before the 30th June 2025 to go in the draw for your chance to win \$500! Sponsored by PelGar.



Click here to register



READY TO JOIN US AT PESTICON 2025?

Here's what's on.....

Pesticon 2025 is shaping up to be the most impactful event on the pest management calendar, bringing together a powerhouse line-up of speakers, interactive panels, and hands-on sessions tailored to the needs of pest professionals across all levels. With the theme of future-proofing the industry, the program dives deep into key challenges and opportunities—from business resilience and training to emerging technologies and pest threats. Whether you're on the tools, running a business, or developing your team, Pesticon 2025 is packed with knowledge, tools, and inspiration to help you thrive in an evolving industry.



Ascending Through Adversity

Keynote Speaker - Steve Bell

Kicking off the conference is keynote speaker Steve Bell, a legendary mountaineer and Everest expedition leader. In *Ascending Through Adversity*, Steve shares gripping stories of survival and leadership under extreme pressure—offering powerful lessons in resilience and decision-making for pest professionals facing challenges of their own.

'A FASCINATING TALK.'

**'AN EXCEPTIONAL
STORYTELLER.'**

**'ONE OF THE BEST KEYNOTES
I'VE HEARD.'**

**DON'T MISS IT. STEVE BELL TAKES
THE STAGE ON THURSDAY 7 AUGUST
AT PESTICON 2025.**

Other standout presentations include Gary Stephenson, one of Australia's most experienced pest consultants, who will deliver Cowboys, Aliens and the Termite Specialist—a sharp look at the pitfalls of poor termite practices, illustrated with real legal case studies. Kerry Page, marketing expert and Co-Director at Quisk, brings Marketing for Pest Pros to life with practical strategies for digital promotion, content creation, and using tools like ChatGPT to stay competitive. International consultant Raja Mahendran returns to the stage with Going Beyond IPM with PRM, challenging businesses to adopt a more proactive, sustainable model of pest control—with fascinating insights into mosquito control technologies like Wolbachia and the Friendly Mosquito.

Powerful Panels on Technology, Training & Growth

This year's panels offer deep dives into four of the industry's most pressing topics. In Harnessing Technology for Pest Control, Jo Lynn Teh leads a discussion on smart traps, productivity software, and IoT innovations—perfect for businesses ready to modernise. The Training Panel explores technician development, from recruitment through to long-term career growth, with advice from experienced pest managers like John Murray, Emma Mendelsohn, and Colin Urey.

Meanwhile, The Scaling Success Panel challenges traditional growth models, focusing instead on efficient scaling through systems, tech, and smarter processes—ideal for business owners ready to level up. Rounding out the panels is Business Resilience in Pest Management, offering a blueprint for staying competitive in an uncertain world. Covering everything from staffing and customer engagement to operations and financials, this session

delivers actionable advice for building a stronger, more adaptable business.

Stream 2: Targeted Training for Everyday Pest Problems

A new addition for 2025, Stream 2 offers a series of short, highly practical pest-specific sessions. Perfect for newer technicians or business owners wanting to build technical confidence, these 30-minute presentations tackle key pests like termites, rodents, cockroaches, spiders, and bed bugs. Sessions also cover possums, mosquitoes, birds, and fire ants—giving attendees valuable tools for dealing with common and emerging threats.

Each session blends quick overviews with deep practical advice, from exclusion techniques and chemical applications to monitoring and client education. Whether you're navigating biosecurity concerns or just trying to get the most out of your treatments, Stream 2 delivers the knowledge and skills needed to work smarter, safer, and more effectively in the field.

REGISTER NOW FOR PESTECH 2025

Join us for **Pestech 2025**, where innovation meets opportunity! The premier pest control event brings together industry leaders and innovators from around Australia to explore the latest trends, technologies, and strategies shaping the future of the industry. Don't miss out on this chance to gain valuable insights and network with industry experts.



SUNSHINE COAST

Tuesday, 29 July 2025
Maroochy RSL
105 Memorial Ave, Maroochydore QLD, 4558

BRISBANE

Wednesday, 30 July 2025
Carina Leagues
1390 Creek Rd, Carina QLD 4152

GOLD COAST

Thursday, 31 July 2025
Southport Sharks
Cnr Olsen & Musgrave Ave, Southport QLD, 4215

MELBOURNE

Monday, 18 August 2025
Matthew Flinders Hotel
667 Warrigal Rd, Chadstone VIC 3148

ADELAIDE

Tuesday, 19 August 2025
SAJC Morphettville
79 Morphett Road, Morphettville SA, 5043

SYDNEY

Wednesday, 20 August 2025
Bankstown Sports Club
8 Greenfield Parade, Bankstown NSW, 2200

NEWCASTLE

Thursday, 21 August 2025
Club Macquarie - Grand Auditorium
458 Lake Rd, Argenton NSW 2284



SCAN THE CODE TO REGISTER

ALL Pestech events start at 12pm with lunch and trade show. Presentations will kick off around 1pm. Come along for lunch & light refreshments, catch up with old friends and meet new ones.



Your Guide to Pesticon 2025. Speakers & Sessions

Gary Stephenson - Cowboys, Aliens and the Termite Specialist,

Gary is a highly experienced pest management consultant and trainer with over 40 years in the industry. As principal of Stephenson Pest Consult & Training, he provides expert services in pest control consulting, auditing, training, and compliance across sectors including food manufacturing, government, healthcare, and residential. Gary has held senior leadership roles with major pest control companies and served on numerous industry boards and technical committees. He is a certified lead auditor in quality, environmental, and food safety systems, a licensed pest technician and fumigator, and a qualified workplace trainer and assessor.

In *Cowboys, Aliens and the Termite Specialist*, Gary explores the diverse approaches to termite management in Australia, from generalists to self-proclaimed “Termite Specialists.” With modern tools and a wide range of products at their disposal, pest managers still face persistent challenges—often due to overlooked procedures, operator error, or unrealistic expectations of treatments. Through a mix of industry insights, best practice discussion, and real-life legal case studies, Gary highlights the critical need for professional standards, comprehensive inspections, and responsible treatment practices to avoid costly failures and protect both clients and professionals.

Kerryn Page - Marketing for Pest Pros: Adapt, Thrive & Grow

This practical workshop is designed to help pest management businesses attract customers, build trust, and stay competitive in a changing market. Learn time-saving strategies, adapt your marketing techniques, leverage social media, create engaging content, and discover when and how to use ChatGPT in your marketing efforts to grow your business.

Kerryn Page, Co-Director and Relationships Manager at Quisk, and her team have experience in helping businesses across all industries, including pest management, grow and thrive through expert coaching, mentoring, design, branding, and marketing. Kerryn supports businesses in showcasing their services effectively and becoming more sustainable in a competitive market.

Raja Mahendran – Going Beyond IPM with PRM (Pest Risk Management)

In *Going Beyond IPM with PRM*, international pest business consultant Raja Mahendran challenges the urban pest control industry to evolve from traditional Integrated Pest Management (IPM) towards a more sustainable and profitable approach—Pest Risk Management (PRM). This forward-thinking model emphasises proactive prevention, hygiene, and strategic placement of control measures to reduce reliance on pesticides while maximising client value and environmental care. The session also explores PRM’s application in mosquito control, showcasing two cutting-edge technologies—Wolbachia and the gene-powered Friendly Mosquito—as effective tools against the growing threat of dengue. Mahendran highlights how adopting PRM can strengthen urban pest control, protect public health, and secure the industry’s future.

Raja Mahendran is an International Pest Business Consultant with over 40 years of global experience in the professional pest management industry. He specialises in business development and technical innovation, having worked across more than 80 countries with leading multinational companies. Raja is a passionate advocate for sustainable pest management and is recognised for introducing strategic concepts such as Pest Risk Management (PRM), which focuses on proactive, environmentally responsible, and client-centric pest control solutions.

Technology Panel - In a fast-evolving industry, technology is transforming how pest control businesses operate. This dynamic panel at Pesticon 2025—Harnessing Technology for Pest Control—explores key innovations: smart rodent systems, productivity software, and IoT-enabled insect light traps. Each technology will be unpacked by expert panellists who will share real-world applications and benefits, from improved efficiency and proactive pest management to smarter decision-making.

Attendees will gain practical insights into adopting these tools, particularly within small to medium-sized businesses, and learn how to evaluate ROI and overcome common implementation challenges. This session is ideal for anyone looking to modernise operations and future-proof their pest control business.

Jo-Lynn Teh (Chair) - Jo Lynn Teh, BCE, is the Director of HYSIA Singapore and a Board-Certified Entomologist with nearly 20 years of experience in pest management and food safety. With a strong background in urban and medical entomology, she combines technical expertise with industry leadership, tackling challenges across pest control operations, regulatory affairs, and policy development. As a lecturer in Integrated Pest Management at Republic Polytechnic and an experienced trainer and speaker, Jo Lynn is committed to advancing industry knowledge and best practices. She also serves as the Honorary Secretary of the Singapore Pest Management Association, contributing to education, advocacy, and the continuous improvement of pest management standards.

Panel Sessions

Scaling Success Panel – Smarter Growth for Pest Control Businesses

Growth in pest management often starts with hiring more technicians and servicing more customers—but true scaling goes beyond that. It's about increasing capacity, efficiency, and profitability without simply adding headcount or costs.

This panel brings together business owners who've successfully navigated the challenges of scaling beyond linear growth. They'll share how smarter systems, efficient processes, and strategic investments have helped them expand their reach and impact. The discussion will cover everything from job scheduling and CRM platforms to automation, training frameworks, and performance tracking—showing how to grow smarter, not just bigger.

Attendees will hear how to identify the right tools and strategies to reduce operational friction, improve margins, and future-proof their businesses. Whether you're looking to expand, franchise, or simply operate more efficiently, this session offers grounded, real-world advice for building a business that thrives at scale

Training Panel – Join us for an engaging panel session where three experienced pest managers will explore the technicians' training journey.

The discussion will begin with recruitment strategies, where panellists will share their experiences balancing the benefits of hiring licensed professionals versus training new entrants. They'll explore how practical skills and transferable experience are assessed, and how trial periods or pre-employment training can help identify the right candidates.

As the conversation progresses, the panel will dive into training and ongoing development. Speakers will discuss how to support technicians through tailored learning programs, mentorship, and digital tools, while ensuring consistency and alignment with industry standards. They'll also address the challenges of maintaining training quality and relevance over time.

Finally, the panel will highlight how continuous learning, career progression opportunities, and technician feedback contribute to long-term success, sharing real-world examples of how sustained training investment has improved service quality and operational efficiency.

Attendees will gain practical strategies for attracting talent, delivering impactful training, and fostering a culture of continuous improvement, making this session a must-attend for leaders committed to workforce excellence.

Business Resilience Panel - Business Resilience in Pest Management is a practical panel session designed to help small to medium pest control businesses stay strong in an ever-changing environment.

Covering four key areas—teams, customers, management, and financials—this session offers real-world strategies for attracting and retaining staff, meeting evolving customer expectations, improving business operations, and maintaining profitability amid rising costs. Attendees will walk away with actionable insights to future-proof their businesses and adapt confidently to industry challenges.

Innovation. Impact. Industry know-how.

Stream 2:

New to this year’s program, held in Stream 2 on Thursday are a series of short, practical sessions focusing on the identification and control of specific pests commonly encountered in Australian pest management. **Designed especially for small to medium business owners, technicians, and those newer to the industry, this stream breaks down complex pest challenges into accessible and actionable guidance.** Each session starts with a quick introduction and risk overview before diving into 20-minute segments filled with hands-on management strategies, tools, and tips for real-world application. From common domestic nuisances like cockroaches and rodents to more complex challenges like fire ants and bed bugs, these sessions cover essential knowledge for frontline pest professionals.

Key highlights include expert-led insights on managing possums through humane exclusion and relocation, termite treatments using chemical barriers and baiting systems, and cockroach control via integrated pest management strategies. Attendees will also learn rodent proofing techniques, mosquito control in various habitats, and bird deterrent technologies. Other featured topics include effective spider treatments, bed bug detection and heat applications, and a critical fire ant update with biosecurity implications. Whether you’re building your confidence as a new technician or looking to sharpen your team’s practical knowledge, Stream 2 delivers focused, relevant training to help you work smarter and safer in the field.

Stream 2 Experts



Mark Wilson (Globe) on detecting and treating bed bugs using heat



Nick Jones (Bell Labs) with practical rodent -proofing techniques



Curtis Thew (BASF) Termite Treatments using chemical barriers and baiting systems



Charles McClintock - on mosquito management across habitats



David Priddy (Sundew Solutions) - Fire Ants



David Arnold (Envu) - effective spider treatments



- Australian Environmental Pest Managers Association
- Agserv
- Aviso Specialty
- BASF Australia
- Bell Laboratories
- Bird Beam Bird Deterrent Technologies
- Cre8tec
- Ensystem Australasia
- Envu
- Formitize – Pest Management App
- Garrards
- Genlinx Ltd
- Globe Pest Solutions
- Greenzone Termite Barrier
- JH Envirtech
- Liphatech
- PCT International
- PelGar International
- Pest IT
- Pest-Tech
- Plascare
- Rapid Solutions
- Sentricon
- Sherwood Chemical Australasia
- Sumitomo Chemical Australia
- Sundew Solutions
- Syngenta
- Termatrac
- Termseal Australia

PESTICON 2025

Beyond the cutting-edge insights and technical sessions, Pesticon 2025 promises a dynamic social calendar designed to connect, celebrate, and inspire the pest management community. Held in the heart of Adelaide, this year's conference offers multiple opportunities for delegates to unwind, build relationships, and enjoy the best of what the industry has to offer.

Welcome Reception – Kickstarting Connections

The conference officially opens on Wednesday 6 August with a Welcome Reception sponsored by **Ensystex** in the stunning foyer of the Adelaide Convention Centre. While watching the sun set, it's the perfect way to reconnect with industry colleagues, meet new faces, and set the tone for the days ahead.

AWPMA Networking Breakfast – Empower and Inspire On Thursday morning, the Australian Women in Pest Management Association (AWPMA) hosts a ticketed Networking Breakfast – sponsored by **Envu** and featuring the inspiring Taryn Brumfitt. Known for her global advocacy and empowering message, Taryn will energise the morning crowd with her insights on confidence, resilience, and leadership—setting the stage for a day of learning and collaboration. This is a ticketed event open to everyone. Tickets can be purchased when registering for the conference.

Happy Hour Drinks & Pub Quiz – Relax, Compete, Connect

Thursday evening wraps up with Happy Hour Drinks at The District, SkyCity, proudly sponsored by **Syngenta**. It's more than just a social—it's also home to the ever-popular Pesticon Pub Quiz. Grab a drink, join a team, and test your knowledge in a relaxed and fun environment. Whether you're a trivia buff or just there for the laughs, it's a great way to unwind with fellow delegates.

Industry Awards Gala Dinner – A Night to Celebrate

The conference concludes in style on Friday night with the Industry Awards Gala Dinner, proudly sponsored by **Rentokil Initial**. This signature event recognises excellence across the pest management sector, with fine dining, entertainment, and plenty of reasons to raise a glass. It's a night to celebrate industry achievements, make lasting memories, and toast to the future of pest management.

Who will triumph at the Pestie Pub Quiz?

Pesticon 2025 is set to buzz with excitement with the addition of the Pestie Pub Quiz, sponsored by Syngenta. A new style on the Happy Hour event held the last few years at the Syngenta Stand – the networking drinks this year will be held at a microbrewery just a 4 minute walk from the exhibition hall.

Held at The District in SkyCity Adelaide, who brew Pirate's Life handcrafted beer. Meet for a drink and then challenge your colleagues in the trivia quiz. With great prizes for each member of the winning team!

“The Pestie Pub Quiz is an opportunity for pest managers to connect, and to have a bit of fun while showing their industry knowledge” says Kirsty Dawson of Syngenta PPM.

The short quiz will provide light entertainment in the middle of the event, with plenty of time to sample the brewery's skills either side. Steve Bitter, the new Head of Syngenta Professional Solutions will be hosting the quiz. Participants can expect questions that might challenge both their professional expertise and general knowledge.

Teams of four to eight members are recommended, with solo participants encouraged to pool their knowledge and join forces with others on the night. We suggest attendees form diverse teams, mixing experienced professionals with newcomers to foster new connections, and provide a breadth of knowledge in the group.

As the Pesticon Conference continues to grow, events like the Pestie Pub Quiz play an essential role in building a sense of community within the industry.

It reminds participants that behind the serious business of pest control, there's room for laughter, friendly competition, and shared passion for the industry.

Held on Thursday 7th August at 4.45pm, entry is included in a full conference pass, and additional tickets can be purchased separately.

With thanks to Syngenta PPM for sponsoring this great event.

PLEASE NOTE: As the venue is located within the Casino precinct guests must be 18 and over to attend.



PESTIE PUB QUIZ

SPONSORED BY SYNGENTA

THE DISTRICT BREWERY
AT SKYCITY

AUG 7 2025, 4.45PM

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PESTICON
2025
6-8 AUGUST
ADELAIDE CONVENTION CENTRE, ADELAIDE SA

**ADAPT
& THRIVE:**
NAVIGATING
CHANGE IN PEST
MANAGEMENT

REGISTRATION RATES

Full Delegate registration includes 2 streams, conference materials, lunches, morning tea, Friday breakfast, Welcome Reception, "Happy Hour" Drinks and Conference Gala Dinner (Partner not included in rate)

**EARLYBIRD
REGISTRATION**
CLOSES 30th June 2025
*Groups of 10 or more will be
at a rate of \$500.00 each

AEPMA MEMBER	Earlybird	After 30/06/2025
First Delegate	\$550	\$600
Each additional delegate	\$500	\$550
NON MEMBER	Earlybird	After 30/06/2025
First Delegate	\$575	\$625
Each additional delegate	\$525	\$575

NON-DELEGATE PARTNER ATTENDANCE AT SOCIAL FUNCTIONS

Welcome Reception – 6th August 2025	\$90
"Happy Hour" Drinks – 7th August 2025	\$90
Conference Gala Dinner – 8th August 2025	\$160

SPECIAL PRICE: Partners attending all 3 social functions ~~\$340~~ **\$320**

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EARLYBIRD COMPETITION

Register before 30 June 2025 for your chance to win a
PelGar \$500 pre-paid Mastercard !

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www.aepma.com.au/conference/registration



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ADELAIDE AWAITS: TOP THINGS TO SEE AND DO

Adelaide, South Australia's elegant yet relaxed capital, is a city brimming with culture, nature, food and wine — all within easy reach. Whether you're visiting for business, leisure, or a bit of both, there's no shortage of incredible experiences to fill your days. Here's a guide to some of the best things to do in Adelaide and its surrounding regions.



START IN THE CITY CENTRE

Just a short walk from the Adelaide Convention Centre lies a vibrant selection of attractions. Begin your adventure at the Adelaide Central Market, a bustling foodie haven offering everything from fresh produce to multicultural street eats.

Art lovers will enjoy a visit to the Art Gallery of South Australia, home to over 45,000 works, while science and history buffs can delve into the South Australian Museum, which houses the world's largest collection of Aboriginal cultural material.

For a more immersive experience, take in the city's quirky laneways filled with hidden bars like Maybe Mae or Leigh Street Wine Room, or unwind in the expansive Adelaide Park Lands, a lush green belt encircling the city.

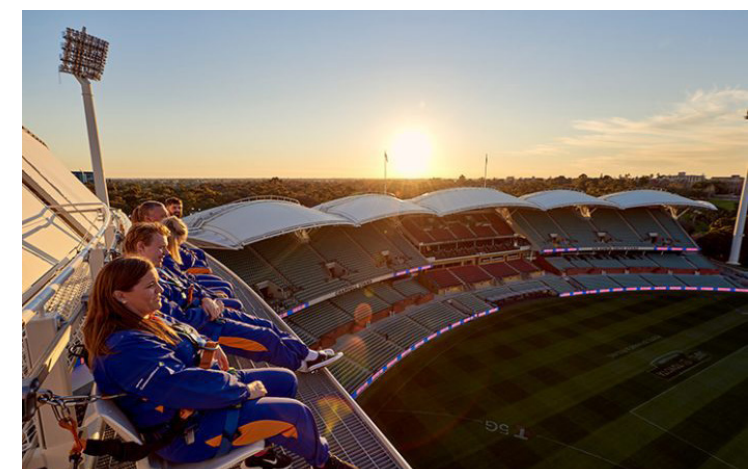
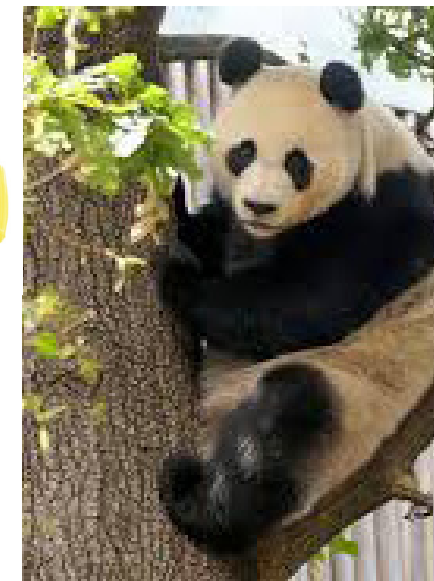


The Art Gallery of South Australia is a must-visit for anyone spending time in Adelaide. Home to one of the most significant collections of art in the country, the gallery features more than 45,000 works spanning Australian, European, Asian, and First Nations art.

PANDAS, PITCH VIEWS & PERFECT POURS

No trip to Adelaide is complete without a visit to the Adelaide Oval – one of the world's most beautiful sporting venues. Take a behind-the-scenes tour or get your adrenaline pumping with a RoofClimb for panoramic city views.

Animal lovers should head to the Adelaide Zoo, home to 2,500 animals including Australia's only Giant Pandas, while wine enthusiasts will appreciate the National Wine Centre, where you can sample wines from across all 65 of Australia's wine regions





Day Trips and Luxury Escapes

Adelaide is the gateway to some of Australia's finest wine regions. The Barossa Valley, McLaren Vale, and Adelaide Hills are all within an hour's drive and offer unforgettable experiences.

Taste century-old vines in the Barossa, blend your own wine at Wirra Wirra in McLaren Vale, or cuddle a koala at Cleland Wildlife Park in the Adelaide Hills. For something unique, visit d'Arenberg Cube, a multi-sensory wine and art experience that blurs the line between winery and wonderland



Barossa Valley, where bold reds and historic vineyards define Australia's most iconic wine region.

Where the City Ends **AND** THE ADVENTURE BEGINS

Only 30 minutes from the heart of Adelaide by tram, Glenelg Beach is the city's most iconic seaside destination. This buzzing foreshore blends the best of beachside relaxation and urban energy.

Wander down Jetty Road, where palm-lined streets are dotted with boutique shops, artisanal gelato stands, and buzzing cafes. At sunset, stroll along the historic jetty or settle into one of the waterfront bars for a cocktail as the sky blazes orange.

Prefer something more laid-back?

Henley Beach offers a slower rhythm. With its wide stretches of sand, gentle waves and low-key elegance, it's a favourite among locals for quiet swims and long lunches.

Seafood lovers are spoilt for choice here – dine alfresco on freshly caught fish, oysters, or calamari with uninterrupted views of the water. Twilight walks along Henley Square round off a perfectly relaxing afternoon.

Adelaide opens the door to three of the country's most celebrated wine regions – all within a comfortable hour's drive. The Barossa Valley is steeped in winemaking tradition, with some vines dating back to the 1840s.

Explore grand estates, sample bold Shiraz, and indulge in long lunches at winery restaurants set among rolling vineyards.



Adventure

For more adventurous travellers, Kangaroo Island is a natural paradise with abundant wildlife and boutique food producers. Meanwhile, Port Lincoln promises seafood indulgence or cage diving with Great White sharks. The Flinders Ranges, with its dramatic landscapes and rich Aboriginal history, offers the ultimate outback escape.



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Adelaide Convention Centre is proud to support Pesticon 2025 and looks forward to welcoming delegates to Adelaide, South Australia.

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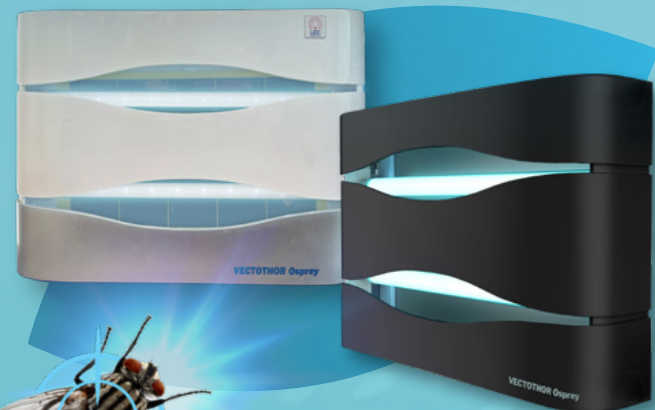
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Hidden Termite Damage: A Costly Oversight That Ended in a \$67,500 Settlement

Buying a home is one of the biggest financial decisions Australians make. That's why pre-purchase inspections matter — they help buyers avoid hidden problems. But what if something critical gets missed?

The missed red flag
A buyer hired a building inspector to carry out a pre-purchase inspection, following Australian Standard AS4349. The goal: spot any major or minor defects, safety issues, or termite damage.

The inspector flagged several problems, including some major ones, but reported no sign of termites or structural damage. But months after the report, the tenant noticed a sagging beam in the lounge — and raised the alarm.

Confirming the damage

A different timber pest specialist was called in and confirmed the worst: termites were attacking a key support beam. The property owner faced major expenses to have the beam repaired. The tenant also had to vacate during this time. While this was already severe, it would have been even more serious if the beam had fallen and injured the tenant.



So, should the original inspector have picked this up?

Looking back, some clear signs were missed:

Sagging beam: The inspector had taken a photo of the beam, which already showed deflection, but dismissed it as cosmetic as the house was already in disrepair.

Tenant's warning ignored: The tenant mentioned past termite issues during the inspection — but this wasn't recorded or followed up on.

Financial and legal consequences

Repairing the termite damage was urgent and expensive. The beam was replaced, the tenant had to move out, and the owner lost rental income. Total costs were around \$110,000.

The owner blamed the inspector for missing obvious clues and took legal action. The case was passed to the inspector's insurer, Rapid Solutions.

Settlement and expert findings
Rapid Solutions brought in lawyers and an independent expert to assess the situation.

They found that the inspector should have:

- Treated the sagging beam as a major structural issue and safety concern.
- Recommended a structural engineer.
- Suggested the buyer ask about the property's termite history.

- Noted external signs — like termite damage in a backyard tree — and advised further internal inspection.

The claim was settled for \$67,500. With legal costs added, the total payout came to \$112,818.

Telling a complete risk story

This case is a strong reminder for all inspectors that good inspection reports don't just list what's wrong now—they warn about what could go wrong.

Reports are usually on the condition of the house at time of inspection— but this needs to be flipped. Reports should also mention the risks associated with the property, including what you can't see.

This is especially important when it comes to termite inspections. Inspectors should not only report on current damage, but how conducive the property is to a termite infestation.

And, as this below checklist shows—most properties are high risk:

- The home has no current termite management system
- There are high moisture readings, leaks or service overflows
- There are timbers in contact with the ground (and thus a food source)

- There are trees within 50m of the building
- The house has a roof and/or a subfloor
- The house has been renovated or needs renovating
- The home mentioned in the above case study obviously had at least a few of these indicators. If the report had noted these, along with actionable recommendations for the buyer, a claim could have been avoided.

Report writing tips

As a pest manager, you can take immediate steps to improve how you report and lessen the likelihood of facing a stressful legal claim.

Firstly, be sure to include clear, actionable recommendations tailored to each property:

Don't dismiss structural signs: A sagging beam is a red flag. Always note it and recommend further investigations.

Listen to the people on-site: Tenants and vendors may share important details. Record and act on them.

When in doubt, escalate:

Recommending further checks by relevant professionals makes your report more valuable to your customer and puts the responsibility for next steps in their hands.

Look for hidden issues: Termites and structural

damage aren't always obvious — but with care and thoroughness in your inspection, they're rarely invisible.

Get visual evidence

Secondly, take photographs. Clear photos are one of the best ways to show risks and protect yourself from complaints. Take pictures of any defects you see, areas you couldn't access, and results from tools like moisture meters — even if the readings look normal. The more detail you include, the more helpful and reliable your report will be.

In fact, taking photographs (video is even better) of all areas at the property is also the best evidence for what wasn't visible at the time of your inspection.

Using a reporting tool can make this easier. A simple, cloud-based system that can help you write clear, consistent reports that meet industry standards. It lets you quickly record your findings, include photos, and create professional reports — saving time and giving you confidence that nothing's been missed.

Why insurance matters

Without professional indemnity insurance, this inspector would have had to cover legal and settlement costs themselves — a risk no professional should take.

Rapid Solutions offers insurance and training made for property service professionals. With in-house claims support and fast help when it's needed, they help you manage risk and protect your business.



CHANGE THE RISK STORY

Rapid Solutions — Roadshow —

Claims against inspectors are on the rise - **don't get caught out.** Join **Rapid Solutions in Perth or Adelaide** for a must-attend event on reducing legal risks in pre-purchase building and pest inspections.

Learn from industry experts with over 25 years of experience

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WHAT TO EXPECT AT THE 2025 AWPMA NETWORKING BREAKFAST - PESTICON 2025



OPEN TO ALL DELEGATES

The AWPMA Networking Breakfast is back for 2025 – and it's bigger, bolder, and more inspiring than ever.

Held on the Thursday morning of Pesticon at the Adelaide Convention Centre, this event is your chance to start the day with purpose, community, and connection. Whether you're a technician, business owner, admin guru, or student – all are welcome. This is not just a women's event – it's a space for everyone who believes in inclusion, authenticity, and lifting each other up.

No cliques. No drama. Just good people and great conversations.

This year's program is packed into a powerfully energising 105 minutes – full of networking, hot coffee, a hearty breakfast, and the most high-profile keynote speaker Pesticon has ever hosted.

Meet our Keynote: Taryn Brumfitt
Named 2023 Australian of the Year, Taryn is an award-winning filmmaker, bestselling author, and global changemaker whose message has reached over 200 million people. She's spoken at Google HQ, Harvard, SXSW, the National Press Club, and now – Pesticon. This is a speaker of international stature, delivering a deeply personal and motivating message that's every bit as relevant in our industry as it is on the world stage.

To have someone of Taryn's calibre presenting at a pest industry breakfast is a huge deal. You simply won't get this kind of access – or insight – anywhere else for this kind of ticket price.

envu



Incredible Value

AEPMA members: \$25

Non-members: \$50

This includes a sit-down breakfast, keynote presentation, Q&A session, and plenty of time to connect with your industry peers.

Agenda at a glance (subject to final refinements)

- 6:30 AM – Arrival, coffee and mingling
- 6:50 AM – Breakfast served
- 7:10 AM – Welcome from your hosts
- 7:30 AM – Keynote address by Taryn Brumfitt
- 8:00 AM – Closing reflections
- 8:15 AM – Finish (just in time to join Pesticon's Keynote presentation)

"No cliques. No drama. Just good people and great conversations."

Meet Your Hosts



Your morning will be led by AWPMA's Amy Jenkinson, Kuy Rider and Sarah Cutting – three dynamic women with real-world experience, sharp insight, and a shared mission to make the pest management industry more inclusive, professional, and connected. Whether it's your first time at Pesticon or your tenth, they'll make sure you feel genuinely welcome and part of the community.

Event Sponsor



Our thanks to Envu for their continued support of the AWPMA Networking Breakfast. Their long-standing commitment to community and professional development makes this event possible – and helps keep it accessible for all.

Tickets are strictly limited – don't miss out.

This event sells out every year. Join us for an unforgettable morning of inspiration and connection. Book now and bring a friend!

Envu Completes GSS Asset Transition in ANZ and Japan; Welcomes Former FMC Team Members

The GSS portfolio includes a diverse range of products that serve multiple markets, including golf courses, professional sports stadiums and pest control.

On 6 May 2025, Envu, a global leader in environmental science solutions, announced the successful transition of FMC Global Specialty Solutions (GSS) assets into its Australia, New Zealand, and Japan operations, representing a significant step for its growth in the APAC region and a notable expansion of its offerings for customers. The move follows the close of the Envu acquisition of GSS from FMC Corporation (NYSE:FMC) for \$350 million, which was announced in November 2024.

The GSS portfolio includes a diverse range of products that serve multiple markets, including golf courses, professional sports stadiums, and pest control. The acquisition strengthens the Envu portfolio offering and capabilities while providing new pathways to innovation for customers in professional pest management, turf and ornamentals, and more through the combined strengths of the organisations.

As part of this transition, Envu is pleased to welcome three experienced former FMC team members into its ANZ business. Daniel Bird joins as Territory Business Manager for Professional Pest Management, supporting customers across South Australia, Victoria, and Tasmania.

Based in Adelaide, Daniel brings two decades of experience in pest management and construction sector support.

David Arnold steps into the role of Technical Sales Manager – Professional Pest Management ANZ, leveraging over 20 years of industry expertise spanning small businesses to multinational companies. Completing the team, Jay Dailey joins as Marketing Associate, responsible for customer-focused marketing strategy across ANZ.

With over 17 years in marketing and a background in graphic design, Jay is committed to enhancing customer engagement and strengthening Envu's market presence.

"We are thrilled to formally welcome Global Specialty Solutions into Envu operations in Australia, New Zealand and Japan, marking an exciting new chapter for our business and customers in APAC," said Nadim Mohr, Head of Commercial Operations for APAC. "With the asset transfer now complete in these countries, we are able to directly offer customers a broader range of integrated solutions tailored to their needs and backed by Envu's deep expertise and commitment to environmental science."

Envu is committed to a continued partnership with FMC to ensure a smooth transition for customers and ongoing access to innovation.

Find out more about our team and how to get in touch with them here.

Read more about the transition here.



Meet the Finalists:

2025 AWPMA Excellence Award

ALEXANDRA



Alexandra Bagenal – Owner/
Director & Technician, Action
Termite Solutions (QLD)
Alexandra has built Action
Termite Solutions from
the ground up, growing
the business from a solo
operation to a company with
over 1500 clients and two
vehicles in the field.

With a background in sales
and real estate, she brings a
unique approach to customer
engagement and education.
As president of her local BNI
chapter, she also mentors
other small business owners
and supports professional
women across the trades
sector.

Building a Business, Supporting a Sector

The Australian Women in Pest Management Association (AWPMA), supported by BASF and AEPMA, is proud to announce the finalists for the 2025 AWPMA Excellence Award.

Now in its sixth year, the award recognises women who lead, innovate, and inspire across the pest management industry.

Diane Drew – Business
Development Manager, Integrity
Pest Control Mackay/Bowen (QLD)

Diane plays a central role in
business development, client care
and internal operations.

She has driven change in her
region by introducing modern pre-
construction options in partnership
with builders and manufacturers.
Known for her calm, capable
leadership,

Diane also mentors new team
members and has helped establish
a workplace culture that supports
growth and collaboration.



DIANE

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We create chemistry

Meet the Finalists:

2025 AWPMA Excellence Award

MEG



Meg Papadopoulos –
Customer Care Manager,
Rentokil Initial (WA)

Meg is widely respected for her quiet leadership, deep technical knowledge and ongoing support for women in the industry. With experience spanning family-run business and national operations, Meg is known for training new technicians, streamlining systems and offering thoughtful, practical support behind the scenes.

Her influence is far-reaching, and her approach to leadership is grounded in integrity, consistency and care.

Quiet Leadership, Big Impact



What Happens Next?

Each finalist took part in an interview with the judging panel, sharing more about their experiences, achievements and future goals.

Winner Announcement

The winner of the 2025 AWPMA Excellence Award will be announced at the AEPMA Pesticon Gala Dinner on Friday 8 August 2025 at the Adelaide Convention Centre.

Why This Award Matters

The AWPMA Excellence Award, supported by BASF, celebrates the contributions of women who are helping to shape the future of pest management. In an industry that is still evolving in terms of gender representation, this award provides a platform to recognise and amplify the work of those leading by example.

Thank You for Supporting Women in Pest Management

To learn more or get involved, contact:
awpma@aepma.com.au

We look forward to celebrating these outstanding finalists and continuing to support the growth of women across the pest management industry.

THE DECISION MAKERS

It's time to meet the ones making the call this year...



Emma Mendelsohn Operations Manager, Noah's Ark Pest Control

Emma brings a wealth of leadership and operational insight to the panel. As Operations Manager at Noah's Ark Pest Control and a board member of AWPMA, she's been at the forefront of raising industry standards. With hands-on experience in business operations, staff development, and service innovation, Emma knows exactly what strong leadership looks like - and what it takes to build it.



Sue-Ann Tysoe Director, Checkmate Pest Control & 2024 Excellence Winner

As last year's AWPMA Excellence Award winner, Sue-Ann brings a unique perspective to the judging panel. Recognised in 2024 for her commitment to mentorship, inclusive leadership, and industry growth, she knows firsthand what it takes to stand out. This year, she'll be looking for finalists who lead with authenticity, create lasting change and bring others along with them.



Kiana Barrie-Gresham Technical Development Specialist, BASF Professional & Speciality Solutions ANZ

Kiana brings technical depth and practical know-how to the judging panel. At BASF, she works across product development and field support, helping pest managers apply smarter, more effective solutions in real-world settings. With a solid understanding of industry standards and day-to-day challenges, she'll be focusing on nominees who are driving improvement through skill, knowledge, and hands-on contribution.

The 2025 AWPMA Excellence Award is about recognising women who are making a difference in pest management through leadership, mentoring, innovation, or simply showing up and doing the job with skill and integrity.



Effective **Selontra®** & **Storm®** Rodenticide Range

Maximising Seasonal Success

As seasons change, so do the habits and challenges posed by rodents, especially rats. Effective rodent management hinges on using the right products at the right times. BASF offers a comprehensive range of rodenticides designed to tackle these challenges all year round.

Selontra® Soft Bait Rodenticide

Selontra soft bait Rodenticide is a highly effective, innovative rodent bait that rapidly controls rodent infestations and offers several unique advantages including shorter baiting regimes and higher palatability ([click here](#) to read the fact sheet).



Storm® Secure Wax Block Rodenticide

Storm Secure Wax Block is a proven, robust performer. Its unrivalled compressed durability and added fungicide ensures consistent performance, whether in damp winter conditions or harsh summer heat. Storm Secure's highly palatable ingredients containing cereal grains, makes it an exceptional solution for rodent control ([click here](#) to read the fact sheet).



Storm® Soft Bait Rodenticide

In the cooler months, rodents naturally seek high fat foods to sustain their energy levels (no different to people), **Storm Soft Bait**, with its high oil content, wax-free formulation, wrapped in a permeable sachet, makes it irresistible to rodents during all seasons and especially winter ([click here](#) to read the fact sheet).



Seasonal Rotations – Comprehensive coverage

When combining the strengths of the BASF rodenticide range, the proven Storm Secure Wax Block, the highly palatable Storm Soft Bait, and the powerful one stop feed Selontra Soft Bait, this ensures a thorough and specialised rodent management program, suitable for the pest professional in all commercial, industrial, agricultural and domestic situations.



For more information about Storm® Secure and Storm® Soft Bait, visit pest-control.basf.com.au or scan the QR Code below:



Scan here to speak to your local BASF representative, to find out more about our Rodenticide Range



Protecting Your Pest Management Business: The Power of Quality Paperwork

How Clear, Consistent Documentation Can Safeguard You Against Professional Indemnity and Public Liability Claims

In the Pest Management Industry, documentation isn't just a formality. It's one of the most powerful tools you have to defend your business—and preserve your livelihood.

Beyond simply meeting administrative requirements, good documentation can play a critical role in protecting Pest Managers against Professional Indemnity (PI) and Public Liability (PL) insurance claims.

Why good Paperwork Matters

When insurance claims arise, your ability to prove what you did, saw, advised, or warned against often hinges on your records. Insurers need clear evidence to support your case, and without it, your defence weakens—sometimes beyond repair.

Strong documentation helps you:

- Demonstrate professional conduct
- Show you followed safety and legal protocols
- Protect against false or exaggerated claims
- Professional Indemnity (PI) Claim

PI insurance covers you when clients allege that your advice, inspection, or service caused them loss. For example:

- Made an error in your professional services
- Missed signs of termite activity
- Missed other infestations
- Treatment failures
- Poor Advice, e.g. Incorrect treatment plans, Poor advice in pre-purchase inspections
- Omitted important information



Having evidence makes it much easier to demonstrate that you met your professional obligations and significantly strengthens your defence in the event of a claim. Providing a clear picture can help prove you have met your professional obligations.

What can help to defend you and your business against PI Claims:

- Detailed inspection reports
- Chemical application records
- Client communications, and signed treatment proposals
- Clear records of what was observed, recommended, and agreed upon at the time of service.

Public Liability (PL) Claims

PL insurance covers physical injury or property damage resulting from your work. Quality paperwork provides evidence of your risk management practices. Claims may arise from:

- Chemical overspray, e.g. damage to a client's garden

- Damage to property
- Someone was injured at site, e.g. A slip or trip hazard after a treatment
- Pets or people affected due to poor safety communication

What can help to defend you and your business against PL Claims:

- Pre-treatment risk assessments
- Client safety instructions and signed warnings
- Treatment records
- Post-treatment care advice

These documents show you took reasonable precautions, warned others of potential risks, and followed industry best practices.

Additional Benefits

Importantly, quality paperwork does not just benefit you in a claim situation. Thorough documentation often discourages claimants from proceeding when they see that you have clear, professional records. In many cases, a dispute can be resolved quickly with minimal escalation simply because the paperwork shows what was done and why. Records should be completed promptly, stored securely, and kept for seven years.

Some examples of critical documents pest managers should maintain include:

- Inspection reports with photographs
- Pre-treatment risk assessments
- Written treatment proposals
- Signed client acceptance forms
- Post-treatment advice sheets
- Chemical usage logs
- Complaints and rectification records
- Client communication notes

In short, investing the time to ensure your paperwork is thorough, clear, and professional is one of the most effective risk management strategies you can implement.

It protects your reputation, supports your insurance coverage, and can save your business from expensive legal action.

At the end of the day, quality paperwork is just as important as quality service — it safeguards your livelihood.

Contact us:

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AEPMA MENTORSHIP PROGRAM PLAN

AEPMA is preparing to launch the AEPMA Mentorship Program, a professional development initiative that connects experienced pest managers with emerging talent across the industry. This program is designed to foster career growth, facilitate knowledge transfer, and support the next generation of pest control professionals.

What It's All About
The Mentorship Program is more than just career advice — it's about building strong, supportive industry relationships. Mentors will provide guidance based on real-world experience, while mentees gain practical insight, improve their technical and business skills, and grow their professional networks.

“Mentorship is how we build the future of pest management — one conversation, one connection, one career at a time”

The program is set to launch soon. EOIs for mentors and intake forms for mentees will open shortly. Watch this space for the official launch date and webinar registration details.

This initiative represents AEPMA's continued investment in raising industry standards and building a stronger, more connected pest management workforce. If you're ready to learn, lead or give back — the Mentorship Program is your chance.

Mentors offer structured support, helping mentees define goals and improve confidence.

Mentees benefit from tailored advice, industry insights, and skill development.

The program encourages long-term growth in both technical and leadership capabilities.

Mentorship Webinar

Before formal matching, participants will attend a launch webinar covering:

- Program expectations and structure
- Benefits to both mentors and mentees
- The updated waiver (including indemnity, confidentiality, and IP clauses)
- Complaint handling procedures

This sets the stage for a professional, structured experience for all involved.



Becoming a Mentor

Interested mentors will complete an Expression of Interest (EOI) form outlining their background, experience, and availability.

All mentors must:

- Commit to the program's Code of Conduct
- Undergo verification by AEPMA
- Agree to confidentiality, IP protection, and updated indemnity clauses

Mentee Intake and Matching Process

Mentees will complete a detailed form outlining:

- Career goals
- Areas of interest or development
- Availability and expectations

This ensures a thoughtful, skills-based match with a mentor who can best support their development.

Mentorships will typically last 3 to 6 months with regular check-ins (monthly or fortnightly). Each pair will define their preferred structure and touchpoints early on, ensuring clarity and mutual expectations.



AEPMA is currently confirming the extent of insurance coverage for mentors acting under the program name — particularly for professional indemnity and public liability. All participants must sign a waiver with robust indemnity and confidentiality clauses.

BuildSkills Australia Launches Urban Pest Management Review to Modernise Industry Training

By John Murray Vice President AEPMA

This national review aims to update the Certificate III and IV in Urban Pest Management to ensure they are fit for purpose, aligning training outcomes with the real-world demands of modern pest control. The process will involve extensive stakeholder consultation and expert oversight, ensuring the revised training package supports regulatory compliance, industry professionalism, and future workforce capability.

BuildSkills Australia has initiated a comprehensive review of the Urban Pest Management training qualifications in response to evolving industry practices and emerging skill demands. This initiative aims to ensure that pest management professionals are equipped with the knowledge and competencies required to meet modern challenges in urban environments.

Why the Review?

The current qualifications Certificate III (CPP30119) and Certificate IV (CPP41619) in Urban Pest Management are no longer fully aligned with the realities of the industry. Advances in pest control technologies, regulatory changes, and shifting environmental concerns have created a gap between existing training and actual job requirements.

Project Scope and Timeline

The review will involve a full revision of the training products, including qualifications and units of competency. The process is structured into several key phases:

Initial Development: Review of existing qualifications and identification of gaps.

Technical Committee Formation: A panel of industry experts has been formed to oversee the review, with the first meeting set for June 2025.

The Technical Committee includes representatives from AEPMA member firms (small, medium, and large), RTOs, State Licensing bodies, and pest management consultants. Committee members are:

- Tracey Eyles (Scorpion Pest Management - TAS)
- Emma Mendelsohn (Noahs Ark Pest Control - VIC)

- Trent Chapman (Local Pest Experts – NSW)
- Sarah Cutting (Spiderman SE Eco Pest Management – SA)
- Thomas Overby (Rentokil Australia – National)
- John Murray (Flick Anticimex Pty Ltd – National)
- Bruce Dekker (CQ Protrain)
- Gary Cochrane (MPL Training Pty Ltd)
- Kerrie Undery (Rapid Training)
- Fiona Sheppard (PEST Australia)
- Raja Mahendran (International Pest Business Consultant)
- Brendan Gorrie (Department of Health Victoria)

Drafting and Consultation: A draft of the revised training products will be released in October 2025 for public feedback. This will include two rounds of online consultations. Finalisation: Based on feedback, revisions will be made, and the final draft will be submitted to relevant authorities in January 2026.

Implementation: The new training products are expected to be rolled out starting May 2026.

The project dates listed above may be altered as the review progresses.

Stakeholder Engagement

BuildSkills has developed a robust consultation strategy to ensure broad industry input. This includes:

- In-person and virtual meetings
- Online surveys
- Focus groups and workshops
- Public feedback via the BuildSkills website and email

This inclusive approach is designed to produce fit-for-purpose qualifications, ensuring that graduates are job-ready and capable of meeting the industry's evolving needs.

Industry Impact

The review is expected to have a significant impact on the pest management sector by:

- Enhancing the professionalism of the workforce
- Aligning training with current and future technologies
- Supporting regulatory compliance and environmental sustainability
- Improving public health outcomes through better pest control practices

As an industry-led initiative, the redevelopment of our training package will require contributions from all stakeholders, including Professional Pest Managers, RTOs, Suppliers, and Manufacturers. AEPMA encourages everyone to participate and contribute to this review.

For more information or if you would like to get involved, please contact John Murray.

E: vicepresident@aepma.com.au
UPM Review Page: <https://buildskills.com.au/training/urban-pest-management-review>

Who are BuildSkills Australia?

BuildSkills Australia is the national Jobs and Skills Council for the built environment sector – established by the federal government to work with industry to find solutions to the workforce challenges facing the construction, property and water industries.

Key Roles and Responsibilities:
Workforce Planning: Develops national workforce strategies to ensure industries are equipped for future demands.

Training and Skills Development: Provides independent advice on vocational education and training (VET), ensuring qualifications are current and aligned with industry needs.

Industry Collaboration: Works closely with employers, unions, governments, and training providers to improve employment outcomes and economic growth.

Policy Influence: Acts as a strategic voice in shaping training policy and qualifications development.

BuildSkills Australia plays a central role in modernising training systems and ensuring that Australia's built environment workforce is skilled, adaptable, and future-ready.

Web: <https://buildskills.com.au/>

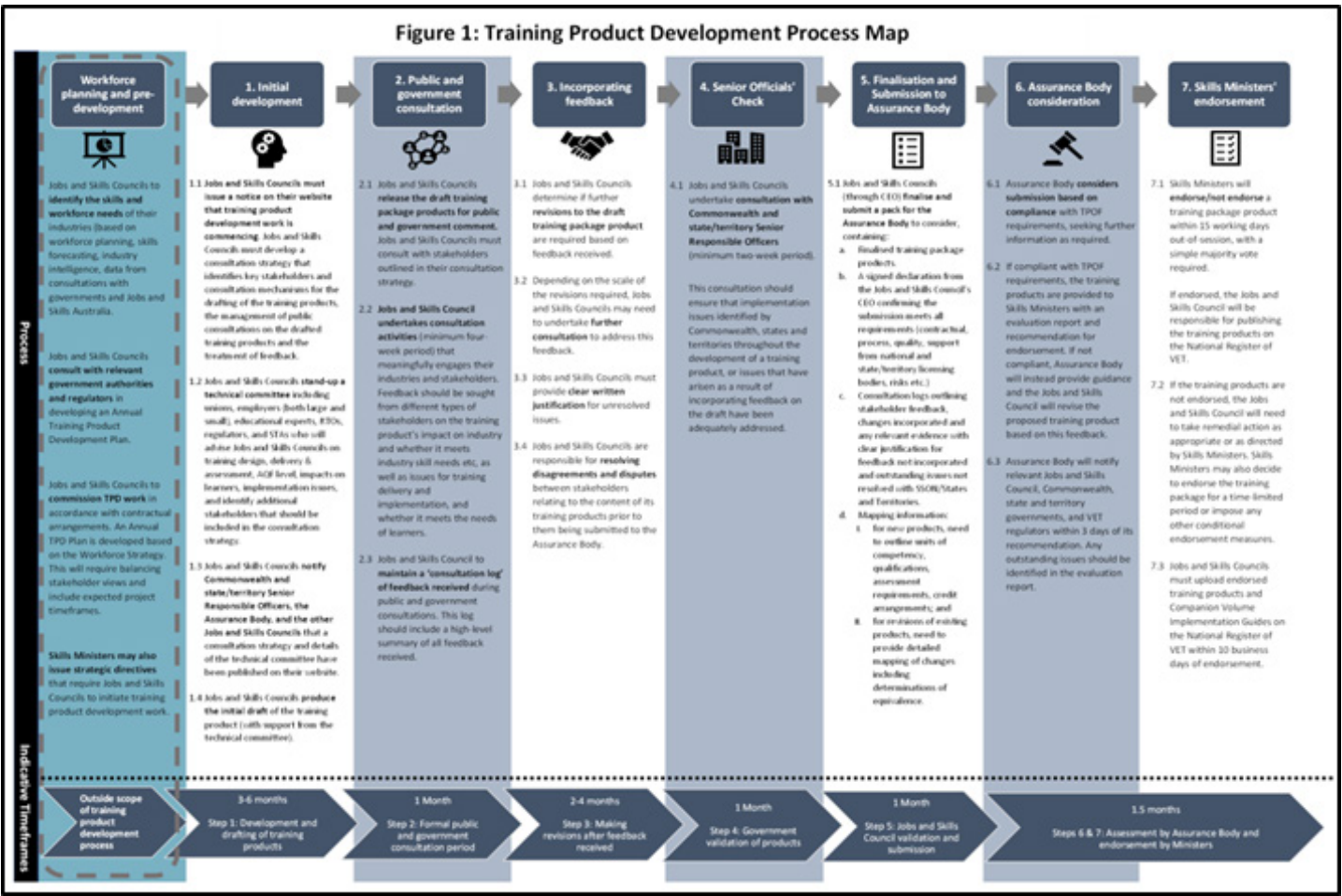


Figure 1 outlines the Training Product Development Process Map

AEPMA's Codes of Best Practice – Free to Download, Backed by Training

This article, written by Gary Stephenson, outlines the AEPMA Industry Codes of Best Practice, which play a key role in setting professional standards across the Australian pest management industry. Developed through extensive consultation with subject matter experts, the codes provide pest managers with a clear and practical framework for delivering high-quality, consistent, and ethical services. The codes are freely available to download on the AEPMA website, and accreditation training is available for each code, offering pest managers the opportunity to strengthen their skills and demonstrate their commitment to best practice.

The Australian Environmental Pest Management Association (AEPMA) is the professional pest management industry's peak national body, and as such, is committed to promoting a culture of professionalism and innovation not only in the pest management industry but also in allied and associated industries such as building and construction.

It is probably common knowledge that the AEPMA have been working on a suite of industry codes of best practice. The Codes of Best Practice have been developed, in large part, to 'lift the bar' for the level of quality and professionalism which our industry can aspire.

The ACCC (Australian Consumer & Competition Commission) have granted formal approval & authorisation of the two termite management codes:

AEPMA Industry Code of Best Practice for Termite Management

AEPMA Industry Code of Best Practice for Termite Management during construction

The ACCC recognised that by abiding by the standards set out in the Codes, pest managers who chose to be bound by the codes were also required to meet specific levels of practical experience, skills and ongoing training in termite management practices in order to become signatories to the Codes.

The two termite codes have recently been reviewed and updated. They are available free on the AEPMA website to interested parties including pest managers, builders and other stakeholders like property managers, strata bodies, business owners, developers and homeowners, all of which constitute our customers.

The AEPMA is pleased to announce accreditation programs available for several of the codes and has previously written to all members asking if they

would become signatories to these new Codes.

Point of Difference

The Codes are voluntary and any pest managers (member or non-member) who sign up to them will have a valuable point of difference with which to market their business.

The development of the codes has been an extensive, tedious, and consultative process, involving several highly experienced and knowledgeable subject matter experts with diverse backgrounds and contrasting insights. This has resulted in reference documents which represent Best Practice. This is in stark contrast to other guidelines or standards which advocate minimum acceptable standards, albeit, that have served us reasonably well up to this point.

Code Accreditation

AEPMA is pleased to offer Certified Accreditation Programs that underpin the industry codes of best practice. This currently applies to the two 'Termite Management' codes and the 'Pest Management in the Food Industry' code, with training for other codes under development. Signatory Accreditation involves the successful completion of a dedicated Online Training Course and Assessment for each code as required.

The Accreditation Training is now a condition for the issue of certificates that will be issued to each signatory after completion of each successful training course.

Renewal of certificates and re-training is envisaged every 5 years to coincide with code reviews and updates.

The advantages of signing onto the codes are many and varied, but obvious benefits include;

Being guided by more prescriptive reference documents which pest managers can use as an instruction manual or benchmark for setting up and delivering an array of structured, professional services to their clients and which they can use to measure what they're currently doing and how they're doing it against.

The Codes are voluntary and freely available to any pest manager (member or non-member). The codes are freely available to all other stakeholders.

Sets out Industry Standards of Conduct.

Sets out guidelines for fair dealing between pest managers and their clients and outlines what a client can expect from a pest management company when he or she agrees to engage its services.

Provides a clear and transparent dispute resolution process for pest managers and their clients.

Code signatory Pest Managers who become accredited and commit to undertake work compliant with the Codes of Best Practice will also be listed on the AEPMA website under the appropriate code signatory registers and will be able to promote their businesses and services with the accreditation certification and logos.

The AEPMA Industry Codes of Best Practice are available to download free of charge from the AEPMA website.

**NOTICE OF ANNUAL GENERAL MEETING
AUSTRALIAN ENVIRONMENTAL PEST MANAGERS ASSOCIATION (AEPMA)**

Notice is hereby given that the Annual General Meeting of the Australian Environmental Pest Managers Association will be held as follows:

Date: Wednesday, 6 August 2025
Time: 4:30pm
Venue: Adelaide Convention Centre, Adelaide, SA
(Event held in conjunction with Pesticon 2025)

AGENDA
Welcome

Confirmation of attendees (financial members present or by proxy)

Apologies

Acceptance of proxies

Acceptance of minutes from previous AGM (held on 14 August 2024)

To receive and consider the Directors’ Report, Financial Statements, Auditor’s Report and Directors’ Statement for the year ended 29 February 2025 (available at www.aepma.com.au)

Special Business – Proposed Constitutional Amendment

Proposed Constitutional Amendment
Subject: Eligibility of Specialised Directors for Executive Office

To consider and, if thought fit, pass the following amendment to the Constitution of AEPMA:

Insert New Clause after Article 54 – Composition of the National Board
54A. Appointment of Directors with Special Qualifications
The National Board may appoint up to two (2) additional directors who possess special qualifications relevant to the pest management industry. These qualifications may include, but are not limited to, scientific, regulatory, technical, or commercial expertise that advances the objectives of the Association.

Directors appointed under this clause:

- **Shall have full voting rights.**
- **Are not considered representatives of any particular Branch Council, regardless of their state of residence or employment.**
- **Must demonstrate a commitment to national representation and shall not act solely in the interest of any one state or region.**

Amend Article 56 – Election of Officers
56. Election of Officers
The directors shall, from their number, elect a President, Vice-President, and Treasurer.

Notwithstanding any other provision of this Constitution, a director appointed under Article 54A shall be eligible for election to the office of President or Vice-President only if:

- **They are also a Professional Member of the Association; and**
- **They are a qualified pest manager in accordance with licensing and certification requirements recognised by the Association.**

At any given time, no more than one (1) director appointed under Article 54A may hold an executive office.

Insert New Definition into Article 2 – Interpretation and Definitions
“Qualified pest manager” means an individual who holds a current licence or authorisation under relevant state or territory legislation to carry out pest control activities and who satisfies the criteria for a Professional Member of the Association.

Moved by: The National Board of AEPMA

Election of Life Member(s)

Confirmation of the Election of Office Bearers
The following delegates to the National Board are noted:

South Australian Branch Delegate: Anthony Beyer

Queensland Branch Delegate: Kuyan Rider

Victoria Branch Delegate: Emma Mendelsohn

Western Australia Branch Delegate: Victor Morgan

New South Wales Branch Delegate: Paul Enwright

Associate Director: Eris Hess

Special Expertise Delegate: John Murray

Special Expertise Delegate: Robert Boschma

Confirmation of Executive Office Bearers

Following adjournment, Branch-nominated Directors will meet briefly (approx. 5 minutes) to elect the following positions:

President

Vice-President

Treasurer

As per the Constitution, the state from which the President is elected shall then nominate their alternate delegate to the Board.

General Business

Meeting Close

Proxy Voting

Members entitled to vote but unable to attend may appoint a proxy. Proxy forms are available from the AEPMA office and must be returned no later than 4:00pm on Monday, 4 August 2025 via email info@aepma.com.au

By Order of the National Board

Australian Environmental Pest Managers Association

Special Resolution at AGM: Clarifying Executive Eligibility for Specialised Directors AEPMA Members to Vote on Constitutional Change – 6 August 2025

AEPMA's Annual General Meeting will be held at 4:30pm on Wednesday 6 August 2025 at the Adelaide Convention Centre, during the Pesticon Conference.

Among the key items of business is a proposed constitutional amendment that aims to clarify the role of Specialised Directors—specifically, their eligibility to hold the offices of President or Vice-President of the Association.

What's Being Proposed?

The AEPMA Constitution already allows the National Board to appoint up to two Specialised Directors (also called Directors with Special Qualifications). These individuals bring targeted experience—such as regulatory knowledge, technical skill, scientific background or commercial insight—to help strengthen the Board's capability.

The proposed amendment:

Formally introduces Article 54A, which reaffirms the Board's ability to appoint up to two Specialised Directors;

Confirms that these directors have full voting rights but do not represent a Branch;

Requires them to act in the national interest, not that of a specific state.

More significantly, the change proposes a replacement of Article 56 to confirm that a Specialised Director may only be elected President or Vice-President if they:

Are a Professional Member of AEPMA; and

Are a qualified pest manager, meaning they hold a current pest management licence under relevant legislation.

To maintain representative balance, the change limits the number of Specialised Directors in executive office to one at any given time.

A new definition of “qualified pest manager” will also be inserted into Article 2 to support this clause.

Why It Matters

This change doesn't create a new category of director—it simply clarifies leadership eligibility, protecting the democratic structure of AEPMA's governance while acknowledging the value of specialist expertise.

It ensures that those who lead the Association not only bring deep knowledge but also uphold the professional standards expected by members and regulators alike.

Confirmed Delegates to the National Board

At the AGM, the following directors will be formally confirmed:

Anthony Beyer – South Australia

Kuyan Rider – Queensland

Emma Mendelsohn – Victoria

Victor Morgan – Western Australia

New South Wales - Paul Enwright

Eris Hess – Associate Director

John Murray – Special Expertise Delegate

Robert Boschma – Special Expertise Delegate

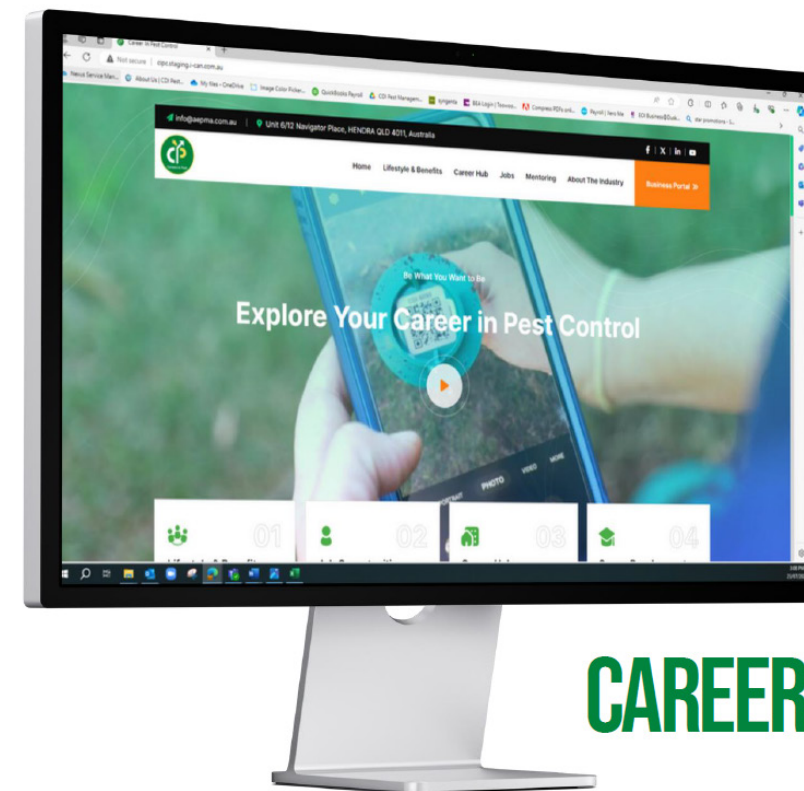
Following this confirmation, the Board will briefly adjourn to elect AEPMA's new President, Vice-President and Treasurer, as required by the Constitution. The state from which the President is elected will then nominate an alternate delegate.

Your Vote Matters

All financial members of AEPMA are entitled to vote on the proposed amendment. If you cannot attend in person, you may appoint a proxy using the official form, which must be submitted no later than 4:00pm on Monday 4 August 2025.

To request a copy of the full constitutional amendment or proxy form, contact the AEPMA National Office or visit www.aepma.com.au.

Have You Visited the AEPMA Careers in Pest Website?



CAREERS IN PEST WEBSITE

Visitors can explore career pathways, learn about qualifications such as the Certificate III in Urban Pest Management, and browse job opportunities across Australia. The site also shares real stories from people in the field, giving a genuine look at what pest control work involves.

For pest management businesses, this is a valuable tool to support recruitment efforts and present the industry as a career of choice—not just a fallback. It reflects the professionalism, variety, and purpose that define modern pest management.

If you're hiring, mentoring, or simply passionate about the future of the industry—share the site, use it, and help us bring the next generation into pest control.

SHUTTER BUG PHOTO COMPETITION WINNERS ANNOUNCED

Insects weren't the only things buzzing this season — so were the shutters! AEPMA is pleased to announce the winners of the Shutter Bug Photo Competition, where pest managers from across the country showcased their most captivating, curious, and creative moments from the field.....



Beth Silk from Allied Pest Management took first place with her intriguing photo titled “I’m in here” – a clever and curious image that had us all peering closer!



Jason Goodman from Early Bird Pest Control grabbed our attention (and probably burned a few fingers!) with “Hot Hand” – a sizzling snap that brings the heat to pest management.



AEPMA would like to extend a huge thank you to Sundew Solutions for their ongoing support of the industry and for providing the exciting prize packs that made this competition even more rewarding.



Rhian Rheinberger from Bundilla Pest Control made us chuckle with their cleverly timed photo “You go first, no you go first” – a moment that perfectly captured teamwork... or hesitation!

Congratulations to our winners and thank you to everyone who entered — your photos show just how much life there is behind the lens in pest control! Stay tuned for the next round of Shutter Bug fun!

MEET OUR MEMBERS

At the Australian Environmental Pest Managers Association (AEPMA), we pride ourselves on being a collective of dedicated, professional pest managers committed to upholding the highest standards of the industry. But what truly sets us apart is our members—the individuals and businesses who make up the very fabric of our association.



Our members are the backbone of AEPMA. They come from all corners of Australia, representing a diverse range of pest management companies, from large enterprises to small family-owned businesses. Whether they're working in urban pest control, commercial pest management, or environmental sustainability, each member plays a pivotal role in driving the industry forward and ensuring the safety and well-being of Australian communities.

Damien Bishop - Cure All Pest Control 33 Years, One Journey: From Timber to Termites

“What makes Cure All special is the people. Experience counts for a lot in this industry, and our team has it in spades.”



From shaping timber to managing termites, Damien Bishop's professional journey is one defined by craftsmanship, commitment and curiosity. A qualified wood machinist and woodturner, Damien once owned a thriving timber door manufacturing company before joining his brother Brad in the pest control industry in 1992.

“I sold my business and jumped in,” Damien recalls. “Brad had joined Amalgamated Pest Control in 1990, and two years later, he invited me in. That was the start of a very different but incredibly rewarding path.”

Damien went on to own and operate Direct Pest Control Brisbane while actively contributing to the AEPMA committee. His passion for the industry extended beyond day-to-day operations—he also worked with Termatrac, providing sales and training across the sector.

In 2008, Damien joined Cure All Pest Control and now, 17 years later, serves as General Manager. Under his leadership, the company

has grown into a tight-knit, loyal team with more than ten staff members who have each served over ten years—including three with over two decades under their belts.

“What makes Cure All special is the people. Experience counts for a lot in this industry, and our team has it in spades.”

Damien's own experience spans across all aspects of pest management, but sales and bird control remain particular interests. He's also captivated by the strange and surprising behaviours of insects—reminders that nature rarely follows the rules.

Cure All takes pride in its long-standing commitment to industry leadership. Its owner, Grant Currie, served as Queensland Chairman of AEPMA for over ten years. For Damien, that connection matters. “Being part of AEPMA since its inception shows our commitment to the industry's future and professionalism.”

Sustainability has also become a core focus. “We’ve moved away from traditional sprays and are now using baiting methods more than ever,” Damien explains. “It’s better for the environment and often more effective.”

Despite 33 years in the field, Damien’s passion for learning hasn’t faded. “I still feel there’s more to understand about commercial pest management. That’s where I want to grow next.”

His advice to newcomers? Start with the basics. “Get into preconstruction first—it teaches you the foundations. Then move into general pest and termite work. Never stop reading. Ask questions. Learn from everyone.”

Outside of work, Damien’s time is all about family. Whether it’s family holidays or social tennis, balance is key. “Life’s busy, but making time for loved ones keeps it all in perspective.”



Marshall Blacklock - CDI Pest Management

A 28-Year Pest Management Journey

“I was only going to do five years in the pest industry... 28 years later, I’m still here and more passionate than ever.”



Termidor® HE

Residual Termiticide


Powerful advanced polymer technology combined with the Termidor High-Pressure Device uniquely achieves:

Extra soil mobility

NEW
600mm wide spacings

100mm less trench depth

Less time on the job
Less risk to the structure



BASF
We create chemistry

“I was only going to do five years in the pest industry”. Famous last words, 28 years later I am still in the industry. I started my career with a franchise in Mount Isa in Western QLD, my intention at the time was to complete my five years and then do something else. I had no previous experience in pest management and no sales experience. This was a steep learning curve, and I found that I enjoyed the learning and also building relationships with people.

In 2003 I moved to Toowoomba with my young family and I initially worked for another pest control company for approximately 16 months. In 2015, we established CDI Pest Management, working out of the backroom of home in Toowoomba.

Over the years we slowly grew our business mainly through word of mouth and began working in Brisbane

as well as across the Darling Downs. December 2015 marked a change for us as we purchased Prestige Pest Control in Ashgrove. This established an office in Brisbane from which we could conduct our operations.

Operating 2 branches meant that our team had to expand and systemize. Along with technology such as cloud based computing and VoIP phones this allowed us to operate both areas seamlessly. At the same time we became ISO 9001 Quality Management System certified and HACCP accredited.

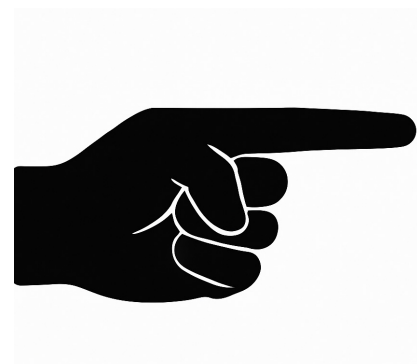
2024 was another big year for CDI as we won the “Pest Manager of the Year - 10 employees or more” and the overall “National Pest Manager of the Year”. We also moved premises in Toowoomba to a bigger office and warehouse allowing proper

training facilities and better operational efficiencies.

Having seen a number of changes to the industry over the years I have become passionate about the industry and in particular, training, integrated pest management, and bringing new people into the industry.

I am currently part of an AEPMA subcommittee, “Careers in Pest”, which looks to encourage people to consider a career in the pest industry. The pathways and opportunities are endless.

The pest management industry has been great for me and I won’t be leaving anytime soon. I am really excited about the developments for our industry over the next five years or so and for the future of CDI pest management.



Meet a Member is one of our most-read segments – and for good reason. It’s where we shine a spotlight on the people who make up the backbone of our industry. Whether you’re a technician, business owner, trainer, or just starting out, your story matters.

To be featured, simply send us a short overview of your career, what you enjoy most about pest control, and a photo of yourself. We’ll do the rest.

Ready to tell your story?

Email us at info@aepma.com.au with the subject line: Meet a Member Submission

While the warmer months bring a surge in termite work, spider callouts, and rodent infestations, winter often signals a slowdown. But that doesn’t mean your pest control business should go quiet. In fact, winter is prime time to work on your business, not just in it.

WHAT TO DO IN YOUR PEST CONTROL BUSINESS OVER WINTER

1. Tune Up Your Equipment and Vehicles

Cold weather is ideal for routine maintenance. Clean and calibrate your spray equipment, restock your van, check PPE supplies, and book vehicle servicing. A well-prepped team means fewer breakdowns when the phone starts ringing again.

2. Upskill Your Team

Make winter your training season. Whether it's brushing up on pest ID, completing CPD points, or onboarding new techs, winter is perfect for learning. Encourage online modules, supplier workshops, or in-house refresher sessions to sharpen skills.

3. Review Your Marketing

Audit your website, update your Google profile, and plan your social media content. Consider running educational posts—rodent tips, winter pest myths, or behind-the-scenes stories. Stay visible, even when it's quiet.

4. Strengthen Customer Relationships

Use the lull to reconnect with clients. Send winter newsletters, review commercial contracts, or schedule termite inspections ahead of spring. A check-in call now could lead to work later.

5. Audit Your Business Operations

Step back and look at the big picture. Are your systems running efficiently? Are you quoting consistently? Review your pricing, refine your reporting, or explore new software tools. Winter gives you the space to streamline.

6. Get Ready for Spring

Start planning now—rosters, marketing campaigns, seasonal stock. Set goals for the next quarter, revisit your business plan, and line up your team for a strong return when the pests return.

The businesses that invest in the off-season are the ones that hit the ground running when things ramp up again.

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

New South Wales

An AEPMA NSW ACT Branch meeting was held on zoom on the 12 May 2025 at 3.30 pm. The meeting was well attended with 10 present and a few apologies.

Chairperson Patrick Legey welcomed all in attendance

After discussing the minutes of the previous meeting, we moved onto other matters of business which included the 2025 AEPMA conference “Adapt & Thrive: Navigating Changes in Pest Management” in Adelaide 6-8 August 2025. Most of the State Council delegates present mentioned they were going to the conference, and we encourage all members to attend.

The team discussed various topics including the progress of different initiatives, and the challenges we face in Pest Management. We discussed the ban on glue boards in certain states, the updates on termite codes of practice, the potential merger of PMITAG with the national Training and Delivery Task Force, business mentoring program implementation on the website, including both individual mentoring and business-to-business.

Eris Hess further elaborated on the ban on glue boards in New South Wales, Victoria, and Tasmania, citing animal cruelty as the reason. The ban has been met with resistance, with the Department of Primary Industries seeking scientific evidence to justify the ban. Eris and others are seeking evidence from pest control companies and customers who use glue boards as a last line of defence. Gary Stephenson suggested that the food industry could potentially lobby for the use of glue boards, but the lack of a recent mouse

plague has hindered their efforts. The team is also considering exemptions for pest control.

It proposed to ask the National Board about adding pest control licenses process, requirements per state, and contacts on the AEPMA careers website. It was great that after 18 months of strong advocacy, AEPMA NSW has successfully negotiated a 12-week “probation period” or “grace period” with EPA NSW before mandatory enrolment of a trainee into a Pest Management course with an RTO.

Until now, businesses were required to enrol new trainees with a Registered Training Organisation (RTO) from Day 1 just to secure an EPA trainee permit—costly and risky, especially if the new hire turned out to be unsuitable. That’s now changed.

You will still need to apply for an EPA trainee permit immediately—but now you’ll have a 12-week window to finalise the trainee’s RTO enrolment. Early enrolment remains an option, but after 12 weeks, EPA will require evidence or an explanation.

Not registering for the permit or enrolling with an RTO within the timeframe will impact the trainee’s ability to obtain a full licence and may result in penalties.

We are still waiting for further clarification from EPA NSW.

A great achievement by the AEPMA Branch State Council for the benefit of the NSW Pest Management Industry (members and non-members). The group discussed the need for better communication about training permit requirements, suggesting that EPA should notify license holders and businesses. They also propose adding information about obtaining licenses and permits to the AEPMA website and magazine.

It was decided at the meeting of the 12 May to ask EPA to develop an information flyer or fact sheet.

to outline training permit requirements and responsibilities.

AEPMA NSW will offer to provide help if required.

Given the pending review of the Pesticides Regulation 2017 later this year or early in 2026,

AEPMA will work closely with EPA to ensure a Fair go for the NSW Pest Management Industry.

We have supplied EPA with evidence of a trainee operating in NSW for six months while applying pesticides without a permit. This is being investigated by EPA inspectors. If you are aware of people doing the wrong thing and can provide evidence, please get in touch with us and we will make sure the information goes to the right place.

As usual, we discussed the Review of the Industry Codes of Best Practice and Training to the Codes (which included Subterranean Termite Management (can be seen on AEPMA website), the lack of qualifications for Pre-Purchase Timber Pest Inspectors, Field Biologist Course, Pest Management as a Trade and what it means for the Industry, BuildSkills Australia's Review of the Pest Management Training Package, traineeships, Insurance claims and much more.

The next meeting will be on zoom on Monday 14 July 2025 at 3.30pm.

If anyone wishes to attend, please contact the AEPMA National Office

If you need any assistance, I can be contacted at my new email address at Patrickmarclegey@gmail.com

Or Phone: 0438 022984 or you can contact the AEPMA National Office at info@aepma.com.au

Victoria

It's been a busy few months for the AEPMA Victoria Branch. We've had the opportunity to contribute to several training advisory groups, helping guide future outcomes for the industry.

A major review of pest management training is now underway, led by BuildSkills—appointed by the Federal Government. Working closely with key stakeholders, this review aims to modernise our training units and create a framework that reflects the current and future needs of the industry. The process is expected to take about a year, with periodic opportunities for industry-wide feedback.

At the same time, the Victorian Skills Authority is conducting a broader review to help build the state's trade workforce. This includes exploring pathways to introduce pest control training into the VET system at the secondary school level—an initiative that could help spark early interest in the profession.

This is a pivotal moment. We have a real chance to influence how the next generation of pest professionals are trained and supported.

The Vic Branch holds quarterly meetings in a hybrid format. Our next meeting is scheduled for July (details TBC), and prospective members are welcome to attend.

To learn more about the training project, visit: buildskills.com.au/training/urban-pest-management-review

Emma Mendelsohn - Vic. State Chair / National Director AEPMA

BAYSOL IS BACK — BY POPULAR DEMAND!



Australia's Trusted Solution for Slugs, Snails, Millipedes and Slaters Returns

You've asked. We've listened. Sundew Solutions is proud to announce the return of Baysol®, the fast-acting, weatherproof bait that pest managers across Australia know and trust.

Formulated specifically for the control of snails, slugs, millipedes and slaters, Baysol is powered by the proven active ingredient methiocarb, making it more effective than ever in managing some of the most stubborn garden and landscape invaders.

Why Baysol Stands Out:

- Highly attractive unique formulation that, once ingested, works rapidly and effectively, leaving fewer snails to recover.
- All-Weather Performance – designed for the tough Australian outdoors, Baysol remains efficacious for up to 2 weeks in extreme conditions, including heavy rain and high humidity.
- Mould Resistant and Long-Lasting – the extruded pellets resist breakdown from moisture and microbial attack, holding their shape and potency longer.
- Contains Bitrex, a bittering agent that deters accidental consumption by pets or children.
- Environmentally Responsible – after its job is done, Baysol's biodegradable pellets break down safely, protecting your soil and not harming earthworms.

Just one pellet can take out up to 30 snails—that's serious stopping power in a convenient 600 g weatherproof plastic pail with a carry handle and dispenser scoop included.

Baysol is proudly made in Australia and now available for order through your friendly chemical resellers Agserv, Garrards and Globe.

Learn more and secure your stock today www.sundewsolutions.com.au/sundew-baysol-snail-slug-bait



AEPMA'S FIRST PEST MANAGERS SHOW & SHINE

The AEPMA Pest Managers Show & Shine all started with an idea from Sue - Ann Tysoe—and what a brilliant idea it was. Her vision brought people together in a relaxed, meaningful way, and turned a simple concept into a standout industry event. Thanks to her, we had a day full of connection, good chats, and a real sense of pride in the work we do and the vehicles that support it.

What a great day of collaboration, connection, and fresh ideas at the very first AEPMA - Pest Managers Show & Shine!

A heartfelt thank you to all the companies who came out and supported this initiative. I truly appreciate you getting behind it. This event started as a small idea something I quietly hoped would bring people together for a relaxed and meaningful opportunity to chat, swap stories, get inspired, and showcase the care we put into our vehicles and the businesses behind them.

It was fantastic to see the diversity of vehicle setups on display from custom-fit vans to cleverly designed canopies.

The thought, innovation, and practicality that goes into how each of us operates on the road

was a real highlight of the day and sparked some great conversations.

The event was made possible in part thanks to the generous prize I received as the 2024 AWPMA Excellence Award winner.

I wanted to pay that recognition forward and give back to the industry that has given me so much.

Looking ahead, my hope is to grow this event into something even bigger welcoming more of the new faces entering our industry and encouraging larger companies to work together in support of the next generation.

I'd love to see it evolve into a regular fixture on the industry calendar, with opportunities to recognise not only standout vehicle setups but also those showing creativity, pride, and encouragement.

As part of that future vision, I'd love to introduce the main trophy to be named in honour of the late Peter Urwins a true car enthusiast who was a long standing member of our industry, who genuinely cared about people, believed deeply in collaboration, and gave his time freely to support and encourage others new to the industry. Peter had a lasting impact on many in the industry, including myself, and it would be a fitting way to continue the spirit of connection and support that this event is all about.

Let's keep these conversations going on how we all can improve and collaborate.

When we come together, we all move forward.

Here's to the next one!



Trelona® ATBS Advanced® Termite Bait System

New Active Monitoring System

The launch of the new **Trelona ATBS Active Monitoring System (AMS)** as a kit marks an exciting evolution in BASF's commitment to delivering cutting-edge termite management solutions for the Australian market.

Designed to complement the trusted Trelona ATBS Active on Application (AoA) System, this new ready-made kit addresses a gap in the market as a versatile and proactive termite management treatment option. By introducing this innovative solution, BASF aims to empower pest managers with an additional option while maintaining 24/7 active bait protection.



The new **Trelona ATBS AMS Kit** includes pre-assembled stations with a pair of timbers and one active cartridge. The timber base is highly palatable, durable and consistent in shape and quality. The active bait cartridge contains 124 grams of the unique chitin synthesis inhibitor Novaluron, which requires 50% less bait consumption than other industry termite baits. This latest introduction means pest managers now have the choice of 2 ready to install Trelona Kits: **Active on Application (AoA)** with 6-monthly inspections or **Active Monitoring (AMS)** with 3-monthly inspections



TIP: Trelona AMS is a lower cost alternative providing an opportunity to accelerate new installations and retrofits, leading to long term stability and profits.



Key Benefits:

- Provides a proactive flexible solution being the only active monitoring system in the industry.
- Economic saving advantage when replacing or retro fitting customers' existing systems.
- Lower upfront investment appealing to budget-conscious customers.
- Offers an initial cost-effective way to expand termite treatment portfolio.

The launch of the Trelona ATBS AMS Kit underscores our commitment to innovation and meets the needs of the termite management industry. By providing companies and pest managers with a high quality and proactive termite baiting solution, BASF empowers professionals to enhance customer satisfaction and expand their service offerings.

BASF: A Partner You Can Trust

With over 150 years of global expertise, BASF is committed to delivering innovative, high-quality pest management solutions. Our products are backed by extensive research, field performance, and a dedicated local support team ready to assist you every step of the way.

To learn more about how we can help you grow your business and upskill your technicians, reach out to your sales manager here [Contact our pest control team | BASF Pest Control Solutions Australia](#) or contact your BASF representative on 1800 558 399.

Curtis Thew
Technical Services Specialist
Professional & Specialty Solutions
Australia & New Zealand



coming September 2025

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

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