



PAACO
 302 Platte Clay Way, Suite 107
 Kearney, MO 64060
 Phone: 833-839-1823

Please send completed forms to Lora Wright
lwright@animalauditor.org

REVIEW OF AUDITOR PERFORMANCE REPORT

This form shall be used to report on the evaluation of auditing performance for a trainee in the PAACO Beef Feedlot Welfare Auditor certification program for consideration as a **Certified Auditor**. This form must be completed by a PAACO Certified Beef Feedlot Welfare Auditor who meets the qualifications defined by PAACO. (Please type or clearly print all entries in black or blue ink.)

Applicant Information

Last Name	First Name
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Address, Phone & E-mail:

Certification Scheme being sought: Beef Feedlot Welfare Auditor	PAACO Training you attended: <input type="checkbox"/> Company Specific – Month_____ Year_____ <input type="checkbox"/> US/Canadian Full Training – Month_____ Year_____
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Applicant's Signature

Check the box if you attended an *Internal Training* and will be certified as an **INTERNAL** Auditor

Shadowing Auditor's Information

Last Name	First Name
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Shadowing Auditor's Street Address or P.O. Box

City	State	ZIP or Postcode	Country
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Telephone	Fax	Email
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***If the candidate performed acceptably on the audit described in this report, please sign on the line below.
 The shadowing auditor's signature is required for the report to proceed.***

I attest to the applicant's ability to perform Beef Feedlot Animal Welfare Audits as a Lead Auditor in accordance with the expectations of the Professional Animal Auditor Certification Organization as well as the audit used for this Performance Report.

Shadow auditor's signature

Date

The following sections are to be completed by the shadowing auditor.

Audit Information		Number of audits performed: _____	
Date(s) of site visit _____	Number of hours: _____	on-site	off-site
Names of facility(s) audited _____			
Applicant's role in the audit: <input type="checkbox"/> Shadow (observer) <input type="checkbox"/> Team auditor (assisted) <input type="checkbox"/> Audit leader (conducted)			
Shadow auditor's role in the audit: <input type="checkbox"/> Witness (observed) <input type="checkbox"/> Audit team member (assisted) <input type="checkbox"/> Audit leader (conducted)			
Audit Standard/Instrument Used: _____			
Was the applicant involved in making a judgment on the animal handling and welfare for this audit? <input type="checkbox"/> YES <input type="checkbox"/> NO			
If no, please describe the scope of the applicant's involvement.			

Auditor Evaluation	
Please complete the following evaluation as it pertains to the applicant's ability to perform leading an audit.	
Auditor Characteristics and Professional Attributes:	Evaluation of Auditor Performance (strengths and/or opportunities for improvement; please elaborate)
Personal skills: <ul style="list-style-type: none"> • Open-mind and mature • Sound judgment, analytical skills and tenacity. • Understands complex operations & personnel. • Demonstrates ethical behavior. • Clearly communicates their role as an auditor not a consultant. 	
Audit skills and techniques: <ul style="list-style-type: none"> • Obtains and assesses objective evidence fairly. • Evaluate using observations and personal interactions. • Conducts interviews using open ended questions to support audit findings. • Remain attentive to the audit process without becoming distracted. • Reaches acceptable conclusions based on objective evidence, and remains true to conclusion even under pressure to change. 	
Audit management capabilities: <ul style="list-style-type: none"> • Coordinate and control meetings. • Manage an audit, keep the audit within the scope. • Control conflict. 	
Communication skills (Oral and written) <ul style="list-style-type: none"> • Was there effective planning, preparation, and briefing? • Was there participation in opening/closing meetings? • Did the auditor effectively communicate the scope and purpose of the audit? 	
Reporting <ul style="list-style-type: none"> • Report findings are clear and concise • Findings are reported immediately with no surprises at closing of audit • Auditor clearly indicated what would be the next step with the audit information/reporting. 	

PLEASE COMPLETE THE FOLLOWING SECTION AS PART OF THIS SHADOW EVALUATION

Feedlot Criteria	Evaluation of Auditor Performance (including Strengths and/or Opportunities for Improvement)
<p><i>Commitment to Animal Care (as applicable)</i></p> <ul style="list-style-type: none"> •Company-wide welfare understanding •Readily identifies training records & policies and can see them implemented throughout the feedlot <p><i>Feedlot Facilities</i></p> <ul style="list-style-type: none"> •Knowledgeable and skill to determine adequate facilities – gates latched properly, non-slip flooring, adequate lighting, air quality <p><i>Cattle Handling</i></p> <ul style="list-style-type: none"> •Can identify low stress cattle handling. •Able to assess cattle handling at the chute •Can properly score vocalization according to species. <p><i>Nutrition and Feed Management</i></p> <ul style="list-style-type: none"> •Feedlot works with a nutritionist and/or veterinarian for rations •Operation has feeding records •Feedlot has a training program for feed staff <p><i>Animal Health Management</i></p> <ul style="list-style-type: none"> •Checks for required records – VCPR, Processing & Treatment protocols •Can identify evidence of cattle being observed daily •Understands & can identify health targets in feeding & specialty pens. <p><i>Environment</i></p> <ul style="list-style-type: none"> •Can properly assess pen density and cleanliness •Can evaluate water access & cleanliness <p><i>On-Farm Euthanasia</i></p> <ul style="list-style-type: none"> •Readily identifies and/or can describe correct euthanasia is implemented at the feedlot through protocols & observations <p><i>Egregious Act of Neglect/Willful Acts of Abuse</i></p> <ul style="list-style-type: none"> •Readily identifies and/or describe acts of neglect & abuse. 	
<p>Transportation Criteria</p>	
<p><i>Receiving/Shipping Preparedness</i></p> <ul style="list-style-type: none"> •Understands and can validate the policy and preparedness items. <p><i>Set-Up/Loading/Unloading of Trailer</i></p> <ul style="list-style-type: none"> •Can identify and validate trailer set-up, loading and alignment. •Can validate trucker's credentials, if necessary •Can identify appropriate flooring and facilities <p><i>Prod Use & Acceptable Handling Tools</i></p> <ul style="list-style-type: none"> •Can identify electric prod use scoring. •Knows what handling tools are acceptable and how they are correctly utilized as needed. <p><i>Slips/Falls</i></p> <ul style="list-style-type: none"> •Can identify and/or describe slips/falls. <p><i>Timeliness of Unloading & Loading</i></p> <ul style="list-style-type: none"> •Understands and can validate truck arrival timelines & unloading, if necessary <p><i>Egregious Acts of Neglect/Willful Acts of Abuse</i></p> <ul style="list-style-type: none"> •Readily identifies and/or can describe willful acts of abuse. 	
<p>Audit Scoring and Sampling Determination</p> <p>Auditor shows competency with use of the audit tool to determine the sampling plan and to score the audit.</p>	

Additional Summary Comments:(Is this trainee able to perform an audit on their own with the results meeting the quality standards expected?)