



PAACO  
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Please send completed forms to Lora Wright  
[lwright@animalauditor.org](mailto: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 Broiler Welfare Auditor certification program for consideration as a **Certified Auditor**. This form must be completed by a PAACO Certified Poultry or Broiler 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	
Address, Phone & E-mail:			
Certification Scheme being sought: <b>Poultry/Broiler Welfare Auditor</b>		PAACO Training you attended: <input type="checkbox"/> Company/Broiler Specific – Month _____ Year _____ <input type="checkbox"/> US/Canadian Full Poultry – Month _____ Year _____	
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	
Shadowing Auditor's Street Address or P.O. Box			
City	State	ZIP or Postcode	Country
Telephone	Fax	Email	

***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 Broiler 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.

<b>Audit Information</b>		<b>Number of audits performed:</b> _____	
_____	_____	_____	_____
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.			

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

**PLEASE COMPLETE THE FOLLOWING SECTION AS PART OF THIS SHADOW EVALUATION  
A FULL BROILER SHADOW AUDIT MUST INCLUDE HATCH, GROWOUT, & PROCESSING**

<b>Broiler Criteria</b>	<b>Evaluation of Auditor Performance (including Strengths and/or Opportunities for Improvement)</b>
<p><b>Corporate Commitment</b></p> <ol style="list-style-type: none"> <li>1. Company-wide welfare program understanding</li> <li>2. Employees trained annually</li> <li>3. Senior management endorsement</li> <li>4. Company welfare specialist or committee</li> </ol>	
<p><b>Hatchery</b></p> <ol style="list-style-type: none"> <li>1. Designated person for welfare compliance</li> <li>2. Employee training program</li> <li>3. Plans for emergency response; alarm and backup systems</li> <li>4. Holding room temperature, thermostat, documentation</li> <li>5. Process to report injuries &amp; corrective actions</li> <li>6. Euthanasia equipment: macerator/CO<sub>2</sub> functional per guidelines</li> <li>7. Loose chick program/policy</li> <li>8. General chick handling by employees and equipment</li> </ol>	
<p><b>Growout</b></p> <p>Management, Training &amp; Emergency Plan</p> <ol style="list-style-type: none"> <li>1. Designated person for welfare compliance</li> <li>2. Documented training program &amp; annual training</li> <li>3. Plans for emergency response &amp; recovery for all systems</li> </ol> <p>Nutrition &amp; feeding</p> <ol style="list-style-type: none"> <li>1. Monitored and unrestricted access to feed &amp; water</li> </ol> <p>Facilities &amp; Housing</p> <ol style="list-style-type: none"> <li>1. Facility repair/condition</li> <li>2. Rodent control</li> <li>3. Biosecurity measures</li> <li>4. Ventilation (temperature/dust &amp; ammonia levels)</li> <li>6. Litter condition &amp; Foot/paw health</li> </ol> <p>Health Care</p> <ol style="list-style-type: none"> <li>1. Animal health plan and veterinarian oversight</li> <li>2. Health monitoring program with surveillance of animals</li> </ol> <p>Broiler Conditions</p> <ol style="list-style-type: none"> <li>1. Stocking density</li> <li>2. Unfit bird monitoring and euthanasia</li> <li>3. Lighting program</li> </ol> <p>On-Farm Best Practices</p> <ol style="list-style-type: none"> <li>1. Emergency contact information</li> <li>2. Flock inspection</li> <li>3. Approved methods of euthanasia</li> </ol>	
<p><b>Catching &amp; Transport</b></p> <ol style="list-style-type: none"> <li>1. Designated person for welfare adherence</li> <li>2. Emergency response plans</li> <li>3. Catching: humane methods, handling, training, etc.</li> <li>4. Transport cages: repair/condition, density, etc.</li> <li>5. Bird comfort: hot/cold weather impact – covers, spacing</li> </ol>	
<p><b>Processing</b></p> <ol style="list-style-type: none"> <li>1. Designated person for welfare compliance</li> <li>2. Documented training (annual) for animal handlers</li> <li>3. Feed &amp; water withdrawal</li> <li>4. Bird handling – unloading, hanging &amp; loose</li> <li>5. Yard holding time compliance-cover &amp; ventilation</li> <li>6. Broken legs &amp; wings</li> <li>7. Effectiveness of stun &amp; kill</li> <li>8. Plant culling procedures/process, euthanasia</li> <li>9. Dead on arrival: volume, percentage</li> <li>10. Live animals in DOA bin</li> <li>11. Emergency plan for bird welfare- e.g. power failure or disaster</li> <li>12. Familiar with religious stunning/killing of animals- as applicable</li> </ol>	

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