



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 Poultry/Turkey Welfare Auditor certification program for consideration as a **Certified Auditor**. This form must be completed by a PAACO Certified Poultry or Turkey 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: Poultry/Turkey Welfare Auditor	PAACO Training you attended: <input type="checkbox"/> Company/Turkey Specific – Month _____ Year _____ <input type="checkbox"/> US/Canadian Full Poultry – 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 Poultry 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
A FULL POULTRY/TURKEY SHADOW AUDIT MUST INCLUDE HATCH, GROWOUT, & PROCESSING**

Turkey Criteria	Evaluation of Auditor Performance (including strengths/opportunities for improvement)
<p>Corporate Commitment</p> <ul style="list-style-type: none"> • Company-wide welfare program understanding • Senior management endorsement • Company welfare specialist or committee 	
<p>Hatchery</p> <ul style="list-style-type: none"> • Designated person for welfare compliance • Employee training program • Plans for emergency response; alarm and backup systems • Holding room temperature, thermostat, checked/documentation • Record, reporting systems to report injuries & corrective action • Euthanasia equipment functional and per guidelines • Loose chick program/policy • General chick handling by employees and equipment 	
<p>Growout</p> <p><u>Management, Training & Emergency Plan</u></p> <ul style="list-style-type: none"> • Designated person for welfare compliance • Documented training program & annual training • Plans for emergency response & recovery for all systems <p><u>Nutrition & feeding</u></p> <ul style="list-style-type: none"> • Feed formulation by nutritionist • Access & availability to feed & water and monitored <p><u>Comfort and Shelter</u></p> <ul style="list-style-type: none"> • Facility repair/condition • Rodent control • Biosecurity measures • Ventilation (temperature/dust/pressure)/Ammonia levels • Litter condition • Foot/paw health <p><u>Health Care</u></p> <ul style="list-style-type: none"> • Qualified veterinarian availability • Animal health plan • Health monitoring program with surveillance of animals <p><u>Normal Animal Behavior</u></p> <ul style="list-style-type: none"> • Stocking density • Unfit bird monitoring and euthanasia • Lighting 	
<p>Catching & Transport</p> <ul style="list-style-type: none"> • Designated person for welfare adherence • Emergency response plans • Catching: humane methods, handling, training, etc. • Good handling and catching incentives or rewards • Transport cages: repair/condition, density, etc. • Bird comfort: hot/cold weather impact – covers, spacing 	
<p>Processing</p> <ul style="list-style-type: none"> • Designated person for welfare compliance • Documented training (annual for animal handlers) • Feed & water withdrawal • Bird handling – unloading, hanging & loose • Cover & ventilation in holding areas • Yard holding time compliance • Broken legs and wings • Effectiveness of stun & kill • Plant culling procedures/process, euthanasia • Dead on arrival: volume, percentage • Live animals in DOA bin • Emergency plan for bird welfare, in case of power failure/disaster • Familiar with religious stunning/killing of animals (as applicable) • Mechanical catching – humane protocols 	

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