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**Professional Animal Auditor Certification
 Organization**
 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
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Address, Phone & E-mail:

Certification Scheme being sought:
Broiler Welfare Auditor

Applicant's Signature

Check the box if you are 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 Broiler Animal Welfare Audits as a Lead Auditor in accordance with 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? YES 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 BROILER SHADOW AUDIT MUST INCLUDE HATCH, GROWOUT, & PROCESSING**

Broiler Criteria	Evaluation of Auditor Performance (including Strengths and/or Opportunities for Improvement)
<p>Corporate Commitment</p> <ol style="list-style-type: none"> 1. Company-wide welfare program understanding 2. Employees trained annually 3. Senior management endorsement 4. Company welfare specialist or committee 	
<p>Hatchery</p> <ol style="list-style-type: none"> 1. Designated person for welfare compliance 2. Employee training program 3. Plans for emergency response; alarm and backup systems 4. Holding room temperature, thermostat, documentation 5. Process to report injuries & corrective actions 6. Euthanasia equipment: macerator/CO₂ functional per guidelines 7. Loose chick program/policy 8. General chick handling by employees and equipment 	
<p>Growout</p> <p>Management, Training & Emergency Plan</p> <ol style="list-style-type: none"> 1. Designated person for welfare compliance 2. Documented training program & annual training 3. Plans for emergency response & recovery for all systems <p>Nutrition & feeding</p> <ol style="list-style-type: none"> 1. Monitored and unrestricted access to feed & water <p>Facilities & Housing</p> <ol style="list-style-type: none"> 1. Facility repair/condition 2. Rodent control 3. Biosecurity measures 4. Ventilation (temperature/dust & ammonia levels) 6. Litter condition & Foot/paw health <p>Health Care</p> <ol style="list-style-type: none"> 1. Animal health plan and veterinarian oversight 2. Health monitoring program with surveillance of animals <p>Broiler Conditions</p> <ol style="list-style-type: none"> 1. Stocking density 2. Unfit bird monitoring and euthanasia 3. Lighting program <p>On-Farm Best Practices</p> <ol style="list-style-type: none"> 1. Emergency contact information 2. Flock inspection 3. Approved methods of euthanasia 	
<p>Catching & Transport</p> <ol style="list-style-type: none"> 1. Designated person for welfare adherence 2. Emergency response plans 3. Catching: humane methods, handling, training, etc. 4. Transport cages: repair/condition, density, etc. 5. Bird comfort: hot/cold weather impact – covers, spacing 	
<p>Processing</p> <ol style="list-style-type: none"> 1. Designated person for welfare compliance 2. Documented training (annual) for animal handlers 3. Feed & water withdrawal 4. Bird handling – unloading, hanging & loose 5. Yard holding time compliance-cover & ventilation 6. Broken legs & wings 7. Effectiveness of stun & kill 8. Plant culling procedures/process, euthanasia 9. Dead on arrival: volume, percentage 10. Live animals in DOA bin 11. Emergency plan for bird welfare- e.g. power failure or disaster 12. Familiar with religious stunning/killing of animals- as applicable 	

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