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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
Address, Phone & E-mail:	
Certification Scheme being sought: Broiler Breeder Welfare Auditor	
Applicant's Signature	
<input type="checkbox"/> Check the box if you are an <i>INTERNAL</i> 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 Breeder 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 (observed certified auditor) <input type="checkbox"/> Team auditor (assisted) <input type="checkbox"/> Audit leader (conducted)			
Shadow auditor's role in the audit: <input type="checkbox"/> Witness (observed trainee audit) <input type="checkbox"/> Team auditor (assisted) <input type="checkbox"/> Audit leader			
Audit Standard or 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 BREEDER SHADOW AUDIT MUST INCLUDE HATCHERY, BREEDER/HEN FARM, REARING/PULLET FARM, AND A BREEDER CREW ACTIVITY (Ideally a PULLET MOVE or REARING FARM VACCINATION.)

Broiler Breeder 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. Chick services (vaccination, toe, beak, sexing, grading, etc) 8. Loose chick program/policy 9. General chick handling by employees and equipment 	
<p>Farms</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 4. Emergency contact info <p>Nutrition & feeding</p> <ol style="list-style-type: none"> 1. Feed formulation by nutritionist 2. Monitored access to feed & water <p>Facilities & Housing</p> <ol style="list-style-type: none"> 1. Facility repair/condition 2. Rodent/insect control 3. Biosecurity measures 4. Air quality/ventilation (temperature/dust/ammonia) 5. Nest & slat condition 6. Litter condition 7. Foot/paw health <p>Health Care & Best Practices</p> <ol style="list-style-type: none"> 1. Animal health plan and veterinarian oversight 2. Health monitoring program with surveillance of animals 3. Vaccination program 4. Approved methods of euthanasia 5. Daily flock inspection <p>Broiler Breeder Conditions</p> <ol style="list-style-type: none"> 1. Density (nest, flock density) 2. Unfit bird monitoring and euthanasia 3. Lighting program; Spiking program; Egg collection 4. Bird distribution & behavior of hens/roosters 	
<p>Crew Handling (Vaccination or Bird Move)</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. Bird handling: limit injury and minimize stress 5. Bird comfort: extreme weather impact; bird density in area where handling is taking place, condition of equipment used 6. Unfit bird culling & euthanasia practices 	

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