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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 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**

Applicant's Signature

### 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 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? <b>YES</b> <b>NO</b>			
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**

<b>Feedlot Criteria</b>	<b>Evaluation of Auditor Performance (including Strengths and/or Opportunities for Improvement)</b>
<p><i>Core Criteria 1: Commitment to Animal Care</i></p> <ul style="list-style-type: none"> <li>•Company-wide welfare understanding</li> <li>•Readily identifies training records &amp; policies and can see them implemented throughout the feedlot</li> </ul> <p><i>Core Criteria 2: Feedlot Facilities</i></p> <ul style="list-style-type: none"> <li>•Knowledgeable and skill to determine adequate facilities – gates latched properly, non-slip flooring, adequate lighting, air quality</li> </ul> <p><i>Core Criteria 3: Cattle Handling</i></p> <ul style="list-style-type: none"> <li>•Can identify low stress cattle handling.</li> <li>•Able to assess cattle handling at the chute – M, V, P, F</li> <li>•Can properly score vocalization according to species.</li> </ul> <p><i>Core Criteria 4: Nutrition and Feed Management</i></p> <ul style="list-style-type: none"> <li>•Feedlot works with a nutritionist and/or veterinarian for rations</li> <li>•Operation has feeding records</li> <li>•Feedlot has a training program for feed staff</li> </ul> <p><i>Core Criteria 5: Animal Health Management</i></p> <ul style="list-style-type: none"> <li>•Checks for required records – VCPR, Processing &amp; Treatment protocols</li> <li>•Can identify evidence of cattle being observed daily</li> <li>•Understands &amp; can identify health targets in feeding &amp; specialty pens.</li> </ul> <p><i>Core Criteria 6: Environment</i></p> <ul style="list-style-type: none"> <li>•Can properly assess pen density and cleanliness</li> </ul> <p><i>Core Criteria 7: On-Farm Euthanasia</i></p> <ul style="list-style-type: none"> <li>•Readily identifies and/or can describe correct euthanasia is implemented at the feedlot through protocols &amp; observations</li> </ul> <p><i>Core Criteria 8: Egregious Act of Neglect/Willful Acts of Abuse</i></p> <ul style="list-style-type: none"> <li>•Readily identifies and/or describe acts of neglect &amp; abuse.</li> </ul>	
<p><b>Transportation Criteria</b></p>	
<p><i>Core Criteria 1: Feedlot Transportation Policy and Cattle Receiving/Shipping Preparedness</i></p> <ul style="list-style-type: none"> <li>•Understands and can validate the policy and preparedness items.</li> </ul> <p><i>Core Criteria 2: Set-Up/Loading/Unloading of Trailer</i></p> <ul style="list-style-type: none"> <li>•Can identify and validate trailer set-up, loading and alignment.</li> <li>•Can validate truckers are CLT or CTQA trained.</li> <li>•Knowledge of transport assessment</li> </ul> <p><i>Core Criteria 3&amp;5: Prod Use &amp; Acceptable Handling Tools</i></p> <ul style="list-style-type: none"> <li>•Can identify electric prod use scoring.</li> <li>•Knows what handling tools are acceptable and how they are correctly utilized as needed.</li> </ul> <p><i>Core Criteria 4: Falls</i></p> <ul style="list-style-type: none"> <li>•Can identify and/or describe falls.</li> </ul> <p><i>Core Criteria 6&amp;7: Timeliness of Unloading &amp; Loading</i></p> <ul style="list-style-type: none"> <li>•Understands and can validate truck arrival timelines &amp; unloading</li> </ul> <p><i>Core Criteria 8: Egregious Acts of Neglect/Willful Acts of Abuse</i></p> <ul style="list-style-type: none"> <li>•Readily identifies and/or can describe willful acts of abuse.</li> </ul>	
<p><b>Audit Scoring and Sampling Determination</b></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?)