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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:<br><b>Broiler Breeder Welfare Auditor</b> |            |
| Applicant's Signature  |            |

### 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.

|  |                        |         |  |                                    |  |
|--|------------------------|---------|--|------------------------------------|--|
| <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 (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? <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><br>(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 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.)**

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

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