



302 Platte Clay Way, Suite 107  
 Kearney, MO 64060  
 Phone: 402-403-0104  
 ckaster@animalauditor.org

**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 Poultry Welfare Auditor certification program for consideration as a **Certified Auditor**. This form must be completed by a PAACO Certified Poultry Welfare Auditor who meets the qualifications defined by PAACO. (Please type or clearly print all entries in black or blue ink.)

<b>Applicant Information</b>	
Last Name	First Name
Address, Phone & E-mail:	
Certification Scheme being sought: <b>Poultry Welfare Auditor - Turkey</b>	
Applicant's Signature	

<b>Shadowing Auditor's Information</b>			
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 Poultry 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.			

**Auditor Evaluation**

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

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