

## Please send completed forms to Amelia Woods awoods@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: Poultry Welfare Auditor		PAACO Training Attended:  Location:					
		Month: Year:					
Applicant's Signature		<u> </u>					
Shadowing Auditor's Information  Last Name  First Name							
Shadowing Auditor's Street Add	fress 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 Animal Welfare Audits as a Lead Auditor in accordance with the expectations of the Professional Animal Auditor Certification Organization as well as the audit used for this Performance Report.  Shadow auditor's signature							
Bato							

## The following sections are to be completed by the shadowing auditor.

Audit Information							
Date(s) Shadow Audits Number of hours: Number of aud	dits performed: Names of facility(s) audited						
Location of shadow audit:  On-site at facility  Remote Video Audit (must be preapproved by PAACO)							
For Remote Video Shadow Auditing:							
<b>Applicant was:</b> ☐ On-site ☐ Remote							
Shadow Auditor was:   On-site   Remote							
Applicant's role in the audit:	ad the audit)						
Shadow auditor's role in the audit: $\Box$ Witness (observed) $\Box$ A	udit team member (assisted)						
Audit Standard/Instrument Used:							
Auditor Ev Please complete the following evaluation as it pertains to the applicant							
Auditor Characteristics and Professional Attributes:	Evaluation of Auditor Performance - REQUIRED  (strengths and/or opportunities for improvement – please elaborate)						
Personal skills: Yes No	elabolate)						
<ul> <li>☐ Was prepared for the audit with all necessary tools         <ul> <li>(ie audit sheets, clipboard, stopwatch, flashlight)</li> <li>☐ Open-minded and mature</li> <li>☐ Sound judgment, analytical skills and tenacity.</li> <li>☐ Presented themselves in a professional manner.</li> <li>☐ Demonstrates ethical behavior.</li> <li>☐ Asked questions and engage with shadow auditor and other team members</li> </ul> </li> </ul>							
Audit skills and techniques: Yes No							
☐ ☐ Effectively communicated the scope and purpose of the audit in opening meeting. ☐ ☐ Understands the tool they are using and what the acceptable standards are ☐ ☐ Is able to stay within the scope of the audit ☐ ☐ Obtains and assesses objective evidence fairly. ☐ Evaluates criteria 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. ☐ ☐ Communicated any critical findings during audit immediately. ☐ ☐ Clearly communicated the results of the audit and what the next possible steps may be in the closing meeting.  Personal/Self Evaluation (as described to shadow auditor)							
What would the applicant describe as their strength during the audit and what is an area(s) where they feel they would like to gain more experience?							

## PLEASE COMPLETE THE FOLLOWING SECTION AS PART OF THIS SHADOW EVALUATION A FULL DUCK SHADOW AUDIT MUST INCLUDE HATCH, GROWOUT, & PROCESSING

A FULL DUCK SHADOW AUDIT MUS		•			<del>,                                      </del>
Duck Criteria		Competency for Criteria (NI = Needs Improvement)		riteria	Evaluation of Auditor Performance (also, If a criteria was not observed, indicate why)
	te areas assessed during shadow				(also, if a criteria was not observed, indicate wily)
Audit N	lanagement	Excellent	Acceptable	NI	
	Applicant performed opening & closing meeting				
	Sample Number Determinations				
	Written Report Submitted for this audit			П	
	Recognized and adhered to biosecurity			$\exists$	
	requirements		Ш	Ш	
	Review of all necessary documents and records				
Hatche	ry	Excellent	Acceptable	NI	
	Welfare Program				
	Emergency Plans				
	Hatching				
	Separators				
	Ducklings on Floor				
	Handling				
	Processing (egg tooth removal)				
	Holding Area				
	Euthanasia				
	Transportation		·		
	ut (# of barns assessed )	Excellent	Acceptable	NI	
	Animal Welfare			 	
	Emergency Action	l H	H	H	
	- ·	l H	H	H	
	Nutrition and Feeding	l H	H	H	
	Comfort and Shelter	l H	H	H	
	Health Care and Monitoring			H	
	Flock Husbandry				
	and Transport (# of loads assessed)	Excellent	Acceptable	NI	
	Animal Welfare Program	l ∐	닏	Ш	
	Emergency Action Plan	l ∐	Ш	Ш	
	Unfit Birds	▎▕ੁ	닏	Ш	
	Condition of trailer/coops/modules	l	닏	Ц	
	Handling			Ш	
	Transport				
Proces		Excellent	Acceptable	NI	
	Animal Welfare Program				
	Holding Area				
	Unloading				
	Shackling (# of ducks assessed)				
	Stunning (# of ducks assessed )				
	<ul> <li>Electrical</li> </ul>				
	Effective Cutting (# of ducks assessed)				
	Wing Injuries (# of ducks assessed)				
	Leg injuries (# of ducks assessed )	l H	H	Ħ	
	Foot pad Scoring ((# of feet assessed)	ΙH	H	Ħ	
_		ΙH	H	Ħ	
Was th	e applicant able to identify and describe acts				
	se or neglect that would result in a failed	☐ Y	es 🗆	No	
audit?	se of neglect that would result in a lanea		_		
	amulianut alda ta manfanna an an 196 an 1971				
	applicant able to perform an audit on their own	□ Y	es 🗆	No	
with the results meeting the quality standards		" "	ნა ∐	INO	
expect	90 r				
Overa	Il summary of the applicants ability to asse	ss the ah	ove criteri	a and	perform an effective audit: REQUIRED
	Jaminary of the approaches doiney to door	- 5o ub			position with the distribution of the distribu