

# **NEW EDITION** ON-FARM INSPECTION FORM

			-
NOM DU PRODUCTEUR :		DATE DE PLACEMENT :	ÂGE AU PLACEMENT :
NUMÉRO DE BÂTIMENT :	QC	NOMBRE DE POULES PLACÉES :	NUMÉRO DE LOT EN ÉLEVA
	POL	ITIQUE SUR LE BIEN-ÊTRE DES ANIMAUX	X D'ÉLEVAGE
		, nous nous efforçons de favoriser et d'appliquer une cultu rront à notre volaille d'être en bonne santé, productive et en sé e manière indue et non justifiée.	
	Il relève de la responsabilité de chaque gesti d'abus et/ou de négligence envers de la vola	onnaire, employé et/ou visiteur de signaler au propriétaire tout ille.	t acte d'une personne qui pourrait faire pre
	l'euthanasie. Un plan d'euthanasie écrit est	normes élevées de bien-être animal pour chaque oiseau, pene examiné chaque année et révisé si nécessaire. Nous veillons dans la construction du système de logement et les équipeme	à ce que nos poules pondeuses soient
	Le propriétaire comprend et accepte que les	employés et les visiteurs aient à signaler toute forme de cruau	té auprès de la FPOQ ou du MAPAQ s'ils e
	d'abus, de négligence, de cruauté ou de mauv	ent que nous avons une politique de tolérance zéro à l'endroit /ais traitement de la volaille sous nos soins ne sera pas tolérée et dents d'abus potentiel des animaux, de négligence ou de cruau	peut donner suite à des mesures disciplina
	L'administration de soins appropriés à nos a	nimaux est une priorité absolue et importante parce qu'il s'agit	de la bonne chose à faire.
	Nom du producteur (lettres moulées)		
	Signature du producteur		
	Date (aaaa-mm-jj)		
		Politique sur le traitement du bec	2
	-	nom de la ferme], nous achetons des poulettes dont le bec a é ion du couvoir appuie notre Politique.	eté traité par infrarouge suivant leur naissa
	Producteur/gestionnaire	Signature du producteur/gestionnaire	 Date

## April 2025

AGE : EP- \_\_\_\_\_

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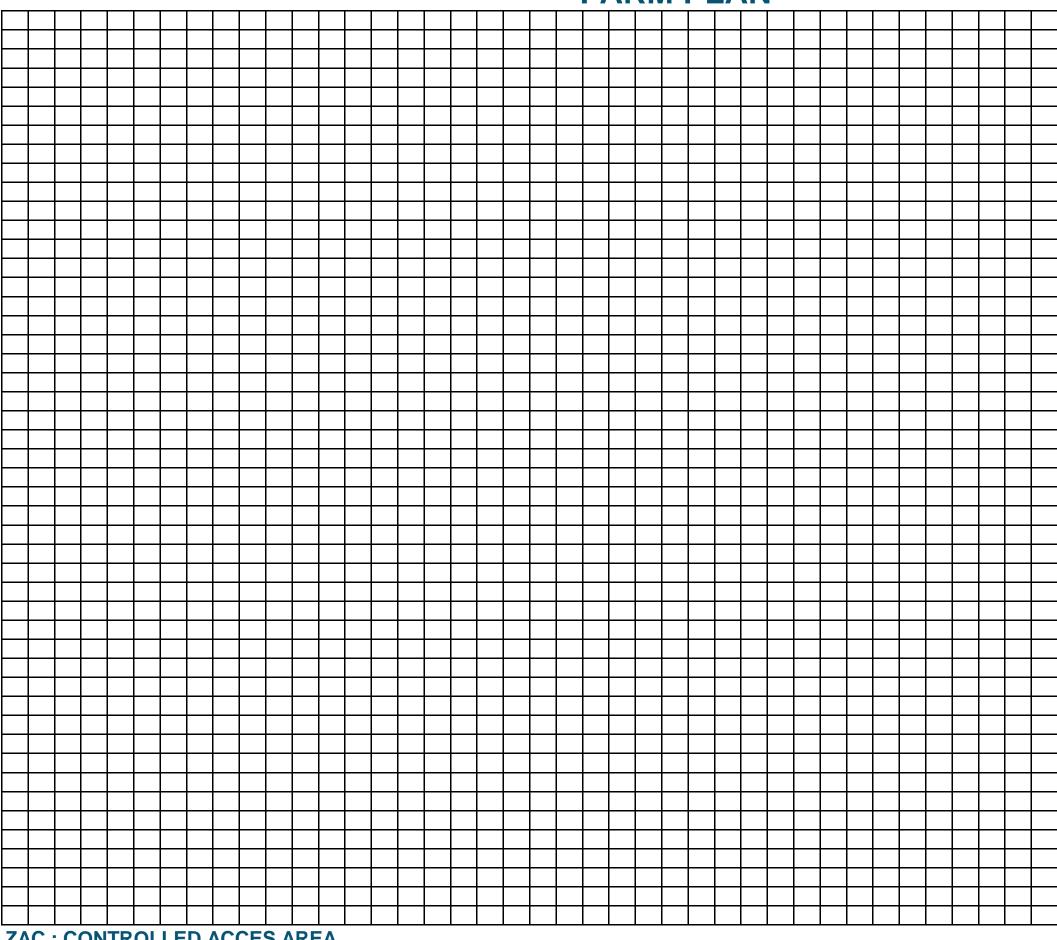
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# **NEW EDITION – PLAN DE BIOSÉCURITÉ**

Nom de la ferme :	4.	4. Retrait des mortalités quotidiennes				
Adresse du site :						
1. Schéma du site		Décrire la méthode pour les retirer du bâtiment :				
<ul> <li>Identification de la zone d'accès contrôlée et de la zone de contrôle restreinte :</li> </ul>		Décrire la méthode pour en disposer :				
Indiquer comment les zones sont séparées		5. Retrait des mortalités et du fumier				
(barrière automatique, affiches, banc pour délimiter les zones, ligne rouge, etc.) :	5.	5. Retrait des mortailles et du fumier				
2. Contrôle des déplacements dans le bâtiment	· · · · · · · · · · · · · · · · · · ·	Procédure pour retirer les mortalités quotidiennes :				
Décrire les mesures de biosécurité à						
appliquer pour les employés :		Procédure pour disposer les poules mortes :				
Décrire les mesures de biosécurité à appliquer pour les visiteurs :		Procédure pour retirer le fumier :				
Décrire les mesures à appliquer pour entrer un équipement :		Décrire la méthode d'entretien des				
3. Équipement de protection individuel		équipements utilisés pour le retrait du fumier :				
• Pour les employés :	6.	5. Équipement pour le nettoyage et la désinfection				
		Procédure pour le nettoyage et la désinfection des installations de ponte				
• Pour les visiteurs :		et/ou d'élevage :				
	Sig	Iom du gestionnaire : ignature : Date :				

# FARM PLAN



ZAC : CONTROLLED ACCES AREA ZAR : RESTRICTED ACCES AREA

## April 2025

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# **NEW EDITION – EMPLOYEE CODE OF ETHICS AND CONDUCT**

At our company,	Read and signed this	day of	20	at
PART I GENERAL PROVISIONS	Name of Employee (bl	ock letters)		Nam
Definitions:         a. "Employee" means any person who works, whether paid or unpaid, at (name of farm)         b. "Manager" means any owner, supervisor, or manager of (name of farm).	Signature of Employee Read and	e (block letters) day of	20	Signa
2. This Code sets out the duties and obligations of all employees, with no exception due to position or function.	signed this		<u> </u>	
3. Employees cannot circumvent, even indirectly, any of the duties and obligations set out in this Code.	Name of Employee (bl	ock letters)		Name
PART II STANDARD DUTIES OF ALL EMPLOYEES	Signature of Employee	e (block letters)		Signa
1. This PART applies to ALL employees, even if they have no direct contact with the animals.	Read and signed this	day of	20	at
2. The employee has read and understands the Farm Animal Welfare Policy and Guidelines for Capture, Handling, and Loading, the farm's emergency procedure, and, if duty requires it, the euthanasia procedure; and agrees with the values therein and commits to respect them.	Name of Employee (bl	ock letters)		Nam
3. The employee commits, in the course of duty, to provide the highest standard of animal welfare, as set out in the Animal Care Program (ACP) of Egg Farmers of Canada (EFC).	Signature of Employee	e (block letters)		Signa
4. The employee must always treat birds with respect and compassion.	Read and	day of	20	at
5. The employee understands that any abuse or mistreatment of birds is strictly prohibited, and will never tolerate any cruelty, abuse, negligence, or mistreatment of animals.	signed this	day of		at
The following acts are among those considered by this Code to be cruel, abusive, negligent, or as mistreatment: a. Striking a bird with any body part or an object b. Kicking a bird	Name of Employee (bl	ock letters)		Nam
c. Throwing or deliberately dropping a bird.	Signature of Employee	e (block letters)		Signa
<ol> <li>Any employee who witnesses cruelty, abuse, negligence, or mistreatment toward a bird shall notify management immediately.</li> <li>Any employee who witnesses any situation that, in best judgment, may compromise a bird's welfare shall notify management immediately.</li> </ol>	Read and signed this	day of	20	at
PART III	Name of Employee (bl	ock letters)		Nam
DUTIES OF EMPLOYEES HAVING DIRECT CONTACT WITH BIRDS		-		
1. This PART applies only to employees whose duties involve DIRECT CONTACT WITH BIRDS, whether frequently or occasionally.	Signature of Employee	e (block letters)		Signa
2. The employee is aware of and understands the basic needs of birds, such as food and water, lighting, ventilation, temperature control, health care, and biosafety, ensuring these needs are being met. If any are not, the manager must be notified immediately.	Read and signed this	day of	20	at
3. The employee must provide prompt care to any animal that is injured, sick or dying. If the employee does not know what to do in such cases, the manager should be consulted.	Name of Employee (bl	ock letters)	<u> </u>	Nam
4. Employees who have been trained in bird euthanasia and authorized to perform this task shall promptly euthanize sick or injured birds or those selected for disposal. The procedure must result in quick death or a rapid loss of consciousness that persists until death. If loss of consciousness does not occur rapidly, it should be induced by a non-aggressive or the least aggressive method possible that does not cause the animal any anxiety, pain, distress, or suffering.	Signature of Employee			Signa
5. If not properly trained or authorized by the manager to perform euthanasia, the employee must immediately report sick or injured birds or those selected for disposal to a person authorized to do so, or to the manager.	Read and signed this	day of	20	at
6. The employee must remove dead birds from the laying facility at least once a day and dispose of them in an appropriate manner.	Name of Freedows (b)	o oly lottowa)		Nem
7. The employee commits to handling birds with respect, compassion, and dignity always, employing appropriate capture and handling techniques that cause no pain and	Name of Employee (bl	ock letters)		Nam
minimize stress and discomfort in the birds. If any of these requirements are not being met, the employee must advise the manager immediately.	Signature of Employee	e (block letters)		Signa
<ul><li>8. All staff and employees commit to undertaking the proper training to ensure the standards of welfare set out in the ACP of EFC are being applied.</li><li>9. The employee commits to:</li></ul>	Read and signed this	day of	20	at
a. Not handle, capture, or euthanize a bird in a way that causes suffering, injury, or needless stress; b. Not use any capture or handling technique that causes needless stress or discomfort to a bird; c. Not fail to provide prompt health care to a sick, injured, or dying bird;	Name of Employee (bl	ock letters)		Name
d. Not kill a bird with any technique that causes needless suffering.	Signature of Employee	e (block letters)		Signa
I, the undersigned, declare that I have read and understand all clauses of this Employee Code of Ethics and Conduct. I acknowledge that, if I fail to comply with this Code, I may be subject to immediate disciplinary action, which may include termination and/or removal from the premises. I also understand that I am required to take appropriate training to meet the requirements set out in this Code so that I may, in the course of my duties, apply the high animal welfare standards set out in the ACP of EFC. I furthermore understand	Read and signed this	day of	20	at
that animal abuse is punishable by criminal and/or penal sanctions under applicable law.	Name of Employee (bl	ock letters)		Nam
	Signature of Employee	e (block letters)		Signa
	Read and signed this	day of	20	at
	Name of Employee (bl	ock letters)		Nam
	Signature of Employee	(block letters)		Signa

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# **NEW EDITION – GUIDELINES FOR CAPTURE, HANDLING, AND LOADING**

All parties involved in the capture and transport process bear responsibility and an obligation to ensure that capture, handling, and loading at the farm is done in a way that minimizes stress and injury. The producer is responsible for animal care on the farm and coordination of the capture team, the carrier, and processor to ensure that animal care is maintained throughout the process of the birds leaving the farm.

The Guidelines for Capture, Handling, and Loading apply throughout the times when pullets are captured and loaded, received and unloaded at the laying facility, and when late laying hens are captured and loaded. Farm employees in the production unit and members of the capture crew must be trained in these Guidelines for Capture, Handling, and Loading, and possess a clear understanding of them.

RESPONSIBILITIES OF THE PRODUCER OR COMPETENT DESIGNATED REPRESENTATIVE

- Plan the capture and loading processes in advance to minimize bird handling and capture and loading times to ensure that trucks can leave promptly after loading. This may be done in coordination with the capture crew, carrier, and (or) processor.
  - a. Pre-transport planning should consider the type of holding system, the number of birds to be shipped, and the number of containers needed to ensure that maximum loading densities are not exceeded.
  - b. Determine the number of birds per container prior to loading, accounting for floor space, bird size and weight, environmental conditions, and transport time.
  - c. Pre-transport withdrawal of feed should be managed to minimize the time that birds are deprived of feed. Capture and transport should be planned so that the maximum expected deprivation of food and water abides by the Health of Animals Regulations: Part XII (Transportation of Animals).
- Birds should have access to water until the capture process begins. 2
- As you prepare for transport, assess the flock's health and condition. Birds deemed unfit for transport should be 3 euthanized, separated, or transported only with special arrangements in place if veterinary care and treatment is required. It is recommended that the producer (or representative) and the capture supervisor walk through the henhouse and observe the flock's condition prior to capture.
- Ensure that visibly ill, injured, or wet birds, and those deemed unfit for transport are not loaded. Birds not loaded for 4 transport must be cared for in accordance with the Animal Care Program.
- 5. Ensure that farm staff and contracted personnel involved in capture are competent to handle birds and do so in a way that causes no injury or pain.
- 6. Supervise the capture crew(s) and be readily available (in person) throughout the capture and loading process to ensure compliance with the Guidelines for Capture, Handling, and Loading.
- Take corrective action if crews or individuals are observed handling birds in a manner that compromises their welfare.
- 8. Inspect containers and equipment to ensure they're in good working condition and minimize stress and injury.
- Supervise bird loading and transport until the truck leaves the farm. 9.
- 10 Manage laying facility operations (ventilation, lighting, etc.) during capture, taking measures to prevent the birds from getting too hot or too cold. Reduce light intensity for the capture process to help keep them calm.
- Make sure capture personnel have easy access to each cage (e.g. equipment provided to give easy access to upper floors). 11.
- 12. Confirm that the carrier's responsibilities are met on the farm.
- 13. It is recommended to secure assurance (in writing) from the processor, the capture company, and (or) the transport company that the capture supervisor and crew have been adequately trained in the humane capture and loading of pullets and (or) late laying hens.

**RESPONSIBILITIES OF THE CAPTURE CREW** 

- 1. Catch birds in such a way that they do not crowd or pile up in corners, which could lead to suffocation. Minimize loud and sudden noises and any disturbances that are alarming to birds.
- 2. Capture personnel must be competent in bird-handling and not handle them in a way that causes injury or pain. They must follow the Guidelines for Capture, Handling, and Loading. Crews must be supervised by experienced personnel.
- Take corrective action if crews or individuals are observed handling birds in a manner that compromises their welfare. 3.
- Birds must be handled in a way that minimizes fractures or injuries. They must not be carried by the wings, head, neck, 4. or tail
  - a. Inspect containers and equipment as birds are loaded to ensure they're in good condition to minimize stress and injury.
  - b. Place the birds into the transport containers gently, in a manner that allows them to quickly return to standing position.
  - Catch birds in the dimmest light possible without compromising worker safety, or use blue lights, which C. will calm the birds while providing sufficient visibility for capture personnel.
  - d Handle and move the containers of birds, position them solidly on the vehicle, and unload them in ways that minimize stress and (or) injury.
  - Minimize the time that birds are kept in an inverted position. e.
  - Load birds into the containers so that they can all rest on the floor at the same time when evenly distributed.
  - Visually inspect the containers to ensure that no group of birds is being crushed before loading onto the q. vehicle.

#### RESPONSIBILITIES OF CARRIER

- **1.** Confirm that containers and equipment are in good condition to minimize stress and injury to birds.
- 2. Containers and vehicles must be clean and well-maintained for the birds. Container doors must close securely to prevent escape during loading and transport.
- 3. Openings such as container doors, cage doors, and truck panels must be large enough to allow easy passage of hens and avoid fractures or other injuries.
- Handle and move containers of birds, fasten them securely in the vehicle, and unload them in ways that minimize stress 4. and (or) injury.
- Containers must not be dropped or tilted to avoid stacking birds on their sides. 5.
- 6. If appropriate, visually inspect containers to ensure that no group of birds is being crushed before loading onto the vehicle
- For the sake of prudence, assessments and decisions should be made and taken jointly among the producer, capture 7. crew, carrier, and processor.
- 8. Transport vehicle drivers should be aware of weather conditions and make adjustments accordingly to ensure temperature comfort for the birds.
- 9. Capture and transport must be planned so that the maximum time intervals that poultry can be without food and water do not exceed the standards stipulated in the Health of Animals Regulations - Part XII.

# **NEW EDITION – EMPLOYEE TRAINING REGISTER**

producteurs d'œufs du Québec d	on-farm training	g program. Training was done a	e birds have completed the Fédératior ccording to the Guidelines for Capture
dling, and Loading, and included	-		
	n what to e nces en matière		pection and learning euthanization
Name and Signature of Employee	Day of training	Subject Matter Covered (1- Euthanasia 2-Routine Inspection)	Name and Signature of Trainer:
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## **NEW EDITION – EUTHANASIA PLAN**

Plan drafted by: \_\_\_\_

Drafted on: \_\_\_\_\_

Date de modification : \_\_\_\_\_

WHO IS AUTHORIZED TO PERFORM EUTHANASIA

### Consult the Training Register for the list of authorized personnel.

EUTHANASIA METHODS AND PROCEDURE

Primary Method:

Secondary Method: \_\_\_\_

+ (The alternative euthanasia method is different from the primary method. It should be readily available whenever birds are euthanized, in case the primary method fails.)

Procedure (These are the steps to follow in the euthanasia process.)

- Inspect the birds to confirm insensitivity immediately after application of the euthanasia method.
- If signs of sensitivity are observed, apply a second acceptable method immediately.
- Confirm death before leaving and dispose of carcasses to complete procedure.

HOW TO IDENTIFY BIRDS THAT SHOULD BE EUTHANIZED

Describe how to determine whether a bird should be euthanized (decision tree or support to personnel responsible for *identifying birds that should be euthanized*)

→ (Examples below to aid in euthanasia decision-making)

Example of a Euthanasia Decision Guide

Source: Code of Practice for the Care and Handling of Pullets and Laying Hens

Your answers to the following questions can help you reach the correct decision:

- Does the bird seem to be in distress? •
- What is the cause of the pain or distress? Can it be treated? ٠
- Does the bird seem interested in eating and drinking? ٠
- Does the bird have access to feed and water? •
- Does the bird respond positively to treatment or is it getting worse? ٠
- Is recovery likely within an acceptable time frame?
- Does the bird pose a risk to other birds (e.g. disease transmission)? ٠

The following signs of pain or distress can help guide your decision:

- Weak, unalert •
- Stooped posture, head tucked in, eyes frequently closed •
- Ruffled or dirty feathers unrelated to condition of litter
- Unable to stand or walk due to injury or physical defect ٠

PROTOCOL TO ENSURE THAT EUTHANASIA IS CARRIED OUT IN A TIMELY MANNER

Describe the protocol that ensures that any bird requiring euthanasia is put down in a timely manner, within no more than 24 hours. Consider the availability of trained personnel, work shifts, inspection and (or) supervision schedules, etc. For example, at least one individual who is trained/competent to identify birds for euthanasia walks the laying facility every morning to carry out the task. Identified birds are gently removed from the system and euthanized immediately by such an individual who is trained/authorized to perform euthanasia.

(On-farm personnel who are responsible for identifying birds to be euthanized or who perform euthanasia should know this plan and remain aware of any modifications)

# **NEW EDITION – EMERGENCY RESPONSE PLAN**

e and Address of I	-arm:			TYPE OF EMERGI	ENCY: MASS ON-FARM DEPOPULATION IN EMERGENC
	EMERGEN	CY CONTACTS (in order of priority)		PROCEDURES :	<ul> <li>Notify your Federation representative</li> <li>The Federation will guide the producer to the re depopulation process</li> </ul>
Home					ENCY: POWER OUTAGE WITH NON-FUNCTIONING BAG
1. Cell. : Othe				TTPE OF EWERGE	Notify business owner of manager
Home Cell. : Othe	e: r:			PROCEDURES :	<ul> <li>Manually open the air intakes all the way</li> <li>Open all entrances to let in as much air as possib</li> <li>Make sure the birds have feed and water</li> <li>Repair the back-up generator or rent a replacem</li> </ul>
3. Cell.:					
Othe				TYPE OF EMERGE	
	CONTACT GENCY RESPONSE	NAMES AND NUMBERS		PROCEDURES :	<ul> <li>Remain calm</li> <li>Notify business owner of manager</li> <li>Remove everybody from possible danger and inf</li> <li>Call the Fire Department at 9-1-1</li> <li>Try to contain the fire with portable fire extinguis</li> </ul>
INFO-	-SANTÉ (HEALTH)	811			safety
	RINARY				Close all doors behind you
	RICIAN				<ul> <li>Evacuate the building through the nearest exit</li> <li>Meet at an assembly point away from the buildir</li> </ul>
PLUM					Meet at an assembly point away nom the building
GAS/	PROPANE SUPPLY			TYPE OF EMERGE	ENCY: WATER SYPPLY INTERRUPTION OR CONTAMINA
FEED				PROCEDURES :	<ul> <li>Notify business owner or manager</li> <li>Contact the local water provider</li> <li>Find an alternative water provider as soon as pos</li> </ul>
GENE	RATOR			TYPE D'URGENCI	E : FEED SUPPLY INTERRUPTION
FPOQ	REPS			PROCEDURES :	<ul> <li>Notify business owner or manager</li> <li>Put feed in the troughs in front of the layers. Mal</li> <li>Find the source of the problem and fix-it</li> </ul>
OF EMERGE	NCY: POWER OUTAGE				
	Notify business owne				
	Contact the electrical     Start the back-up gen <u>If the back-up generator in</u> _ Set it up	nerator		TYPE OF EMERGE PROCEDURES :	Remain calm     Remain calm     Notify business owner or manager     Call 9-1-1     Describe the situation to the responder and follo
CEDURES :		ip generator and check it regularly to make sure it's workin	g properly		Wait for help to come
		<u>is stationary</u> : ip generator and check it regularly to make sure it's workin eed distribution system is working properly	g properly	<ul> <li>Plan Implementati</li> <li>Revision Date of Plan</li> </ul>	on: Read together with employees
		birds are getting water			n who Revised the Plan:

## CY SITUATION

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## CK-UP GENERATOR

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# **NEW EDITION – EMERGENCY CONTACTS**

Name and Add	ress of Farm:			NOTES
		EMERGENCIES	1	
	Emergency Response	911		
	Info-santé (Health Issues)	811		
	Veterinary			
	Electrician			
	Plumber			
	Gas/Propane Supply			
	Feed Mill			
	Generator			
	Hydro-Québec	1-800-790-2424		
	FPOQ rep			
	CONTA	ACTS (in order of priority)		
	Home :			
1	Cell. : Other :			
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	Other : Home :			
3				
	Other : Home :			
2	Cell. :			
	Other : Home :			
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	Other :			

## April 2025



Signature :

Verification :

## **NEW EDITION** - ON-FARM INSPECTION FORM

															Hospital Table										Her
		MONTH:								Date	Rea	ason	Observations	s et care day 1		s et care day 2	Observatio	ons et ca	ire day '	3		Continuatio treatment euthanas	tor	1. Abnormal Be	ehaviour
N	UMBER	OF HENS AT BE	GINNING OF	MONTH:			Range : 10°c1	to 28°c																<ol> <li>Illness or Inju</li> <li>Respiratory F</li> </ol>	Problems
0	% Mort	ALITY AT THE E	ND OF THE	Month:			IF < 10°c or > enter the out	28°c, please	)															<ol> <li>Gasping or C</li> <li>Limping</li> <li>General Phy</li> </ol>	
								in the table of													$\rightarrow$		_	<ol> <li>General Phy.</li> <li>Pecking or C</li> <li>Stressed Bird</li> </ol>	annibali: ds
									$\sum$															9. Feeders and 10. Cleanliness	Waterer of Nests
						Cold room			Henhou	se Temp.	T										Cleaning			Scratchers 11. Equipment a 12. Hospital	und Hard
S																				e Floor		yor	oor		
Age of Hens		Time	Outside temp.	# Unclean Trays	Minimum Temp.	Maximum Temp.	Minimum Humidity	Maximum Humidity	Minimum	Maximum	Natural Deaths	Euthanized	Hens Remaining	Water Consumption	Feed Consumption	Number of Eggs	% Laying	Scrubbing	old Room	Intrance F lenhouse loor	ver	acker gg Conve	Packing Floor	Compliance Status	Ini
Age																		Scri	Floor	Hen	Blov	Pack Egg (	Pac		┝──
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		CORRECTIVE ACTIONS										
Date :	 Date identification	Date of problem identification	Staff involved	Description of the problem (to be completed by the staff involved) Describe the problem in detail	Actions taken and results (describe the actions taken to correct the problem, the results, and how the problem will be avoided in the future)	Date problem solved	Comments					
Date :												

nhouse	Inspection							
	1. Abnormal Behaviour 2. Illness or Injury							
7	<ol> <li>Respiratory Problems</li> <li>Gasping or Clustering</li> </ol>							
ndition	<ol> <li>Limping</li> <li>General Physic</li> <li>Pecking or C.</li> </ol>							
rs	<ol> <li>Pecking or Cannibalism</li> <li>Stressed Birds</li> <li>Feeders and Waterers</li> </ol>							
	10. Cleanliness of Scratchers							
ware12	<ol> <li>Equipment and 12. Hospital</li> </ol>	nd Hardware12						
itials	Compliance Status	Initials	Procedure	Frequency	Date	Date	Date	Date
			Check air intakes for blockages	week				
			Grass mown around buildings	week				
			Fill disinfectant dispensers	week				
			Check garbage cans	week				
_			Check generator	month	Date:		Initials:	
			Check that alarms are operational	month	Date:		Initials:	
			Ammonia Test (October - March)	month		Initials	PPM	
			Check water treatment systems	month		Result	Initials:	
			Inspect water filters	month				
			Clean water lines	month		Pharmaceutical products, vitamins and Antibiotics	DIN	
			Check floor drains	month				
			Check henhouse lights	month				
			Inspect silos and cleanliness of bases	month				
			Inspect building and perimeter	month			Product	
			Check and sign logs	month				
			Check certification of pullets	1/lot				
			Thermometer calibration	2/an				
			Test water	1/year				
			Letter from packaging materials provider	1/year				
			Letter from feed provider	1/year			Date	
			Calibration of scales (feed made on farm)	1/year				
			Euthanasia Table/Reason	Nb	Date	Initials	Me	thod
			Parasites	D	Date		Medium	Many
			Signs of flies					