

"Achieving Outcomes by Building Capability"

The
AgriBusiness
Group™

SAFE  PACIFIC



SAFE Agricultural Trade Facilitation through economic integration in the Pacific Project (SAFE Pacific) project.

Report Three Auditor Accreditation, Recruitment and Selection Resource

Prepared By

Jon Manhire
Managing Director
The AgriBusiness Group
P.O Box 85016
Lincoln University, Lincoln, 7647
New Zealand
Website www.agribusinessgroup.com
Email jon@agribusinessgroup.com

February 2023

SAFE  PACIFIC

Safe Agricultural trade Facilitation
through Economic integration in the Pacific



Table of Contents

1.0	BACKGROUND	3
1.1	SAFE PROJECT AND REPORT SCOPE.....	3
1.2	UPDATE ON CONSULTATION WITH FOCAL CERTIFICATION PROGRAMMES.....	4
1.2.1	<i>Organic certification</i>	4
1.2.2	<i>Food Safety assurance</i>	5
1.2.3	<i>Fairtrade certification</i>	5
1.2.4	<i>Rainforest Alliance</i>	6
1.2.5	<i>Fisheries certification</i>	7
1.3	PROJECT INSIGHTS CHALLENGES AND OPPORTUNITIES.....	7
2.0	TRAINING AND AUDITOR ACCREDITATION PROFILE	8
3.0	DRAFT REQUEST FOR EXPRESSION OF INTEREST FOR THE RECRUITMENT OF POTENTIAL AUDITORS	12
4.0	LIST OF POTENTIAL AUDITORS	15

1.0 Background

1.1 SAFE Project and report scope

The Safe Agricultural Trade Facilitation through Economic integration (SAFE) in the Pacific project aims to increase export capacity and improve economic growth. SAFE Pacific is part of a larger EU-funded '*Pacific Regional Integration Support*' (PRISE) programme and is implemented in 15 Pacific countries (Cook Islands, Federated States of Micronesia, Fiji, Kiribati, Marshall Islands, Nauru, Niue, Palau, Papua New Guinea, Samoa, Solomon Islands, Timor Leste, Tonga, Tuvalu, and Vanuatu).

The key focus of SAFE is to address the barriers in accessing export markets, enhance the production of value-added products and improve compliance with international standards. This project is a component of SAFE that is looking to strengthen the competitiveness of sustainable agricultural value-chains in the Pacific by working with Micro, Small & Medium Enterprise's (MSME), producer clusters and industry facilitators including the providers of market certifications. This project is associated with Output 2.3.2 of the SAFE project.

Output 2.3.2 Strengthen access to market certification (environmental, sustainable, organic etc.). This is necessary because market certification is needed to access high value niche markets, it also promotes environmentally friendly production practices in a manner that can be effectively monitored. This will develop and sustain a network of locally based advisors and auditors for food safety and marketing certifications and assist businesses meet requirements for certifications. The project will involve training and technical assistance.

The project covers:

- The certification of horticulture, agriculture, and seafood products. There is also a focus on selected high-value products (Kava, coconut, coffee, and turmeric).
- Voluntary certification programmes for food safety and marketing certifications.
- The project will be implemented in all the 15 Pacific ACP Countries (Cook Islands, Federated States of Micronesia, Fiji, Kiribati, Marshall Islands, Nauru, Niue, Palau, Papua New Guinea, Samoa, Solomon Islands, Timor Leste, Tonga, Tuvalu, and Vanuatu)

This report is the 3rd report in a series to address the project *task 2.0 Development/identification of the relevant auditing training for the identified certifications*. The other reports were:

Report 1 Assessment of priority market certification programmes. This report identified the voluntary certification programmes that would be focused on by the project.

- Organic
- Food safety
- Fairtrade
- Rainforest Alliance
- Sustainable Fisheries – Marine Stewardship Certification (MSC)

Report 2 Provision of Auditor Services and Their Training. This report reflected input into the contracted Milestone 2 Development/identification of the relevant auditing training for the identified certification

Output 4 Prepare a report defining the focal certification pathways and the associated roles, qualifications and requirements for the training and accreditation of auditors

It also undertook further investigation into the focal market assurance programmes:

- To clarify whether the use of local auditors for the focal market certification programmes can be used and if so under what conditions.
- To clarify the qualifications and competence requirements for auditors for the focal programmes.

Report 3 *Auditor Accreditation, Recruitment and Selection Resource* completes the requirements for the completion of the following milestones and outputs:

Milestone 2.0 Development/identification of the relevant auditing training for the identified certifications.
- ***Project Output 5. Develop a training and auditor accreditation profile for each of the focal market certification programme and an aggregated analysis of these to identify any common training/auditor accreditation requirements across the market certification programmes.***

Milestone 3.0 Identifying through a skills-based selection process (call for expression of interest) of potential auditors.)

- *Project Output 6. Complete a skills-based selection process for auditors*

- *Project Output 7. Complete a request for expression of interest for the recruitment of potential auditors*

The report also provides an update on consultation with the focal certification programmes and certifying bodies undertaken to progress this project.

1.2 Update on consultation with focal certification programmes

Report 1 of this project *Assessment of priority market certification programmes* identified the voluntary certification programmes that would be focused on by the project.

- 1 Organic
- 2 Food safety
- 3 Fairtrade
- 4 Rainforest Alliance
- 5 Sustainable Fisheries – Marine Stewardship Certification (MSC)

Consultation with these different market certification programmes have been undertaken over the last 5 months to clarify the potential interest and role of locally trained auditors.

1.2.1 Organic certification

The survey reported in Report 1 established that there is strong interest from producers, processors, and other stakeholders in obtaining organic certification. Organic certification is well established in most of the SAFE focal countries by at least 15 certification bodies. Report 2 outlined that the qualifications and competency requirements for organic auditors are loosely defined in the IFOAM Norms and that more prescriptive requirements are defined by the market access regulations established for many markets and adopted by certification bodies that have recognition and access to these markets. Training requirements may however vary between certification bodies. Many certification bodies provide their own auditor

training and there are also several auditor training programmes provided by organic sector organisations and private providers. The report recommended that expressions of interest to work with the SAFE project be solicited from the certification bodies active in the Pacific and could then inform the design of an auditor training programme – as well as the selection criteria for local auditors.

In follow-up in the last few months these recommendations have been followed including the following activities:

A virtual introduction to the SAFE project and invitation to participate in the project was held on 2 November. Invitations were sent out to all organic certification bodies that were known to be active in the Pacific with representatives from the following certification bodies attending – Australian Certified Organic, Control Union, Southern Cross and NASAA. Most of the certification bodies expressed interest in working with the project in relation to increasing the number of local organic auditors in the Pacific. Follow-up meetings have been held with NASAA and other certifiers to clarify their requirements in relation to the use of local auditors.

1.2.2 Food Safety assurance

As detailed in report 2 the management of food safety risks has been a major focus of regulators and industry for many years and the establishment of a food safety programme is a minimum requirement for market access. There are a large number of food safety assurance programmes however Hazard Analysis and Critical Control Point (HACCP) systems were identified as the most appropriate for MSME. Report 2 recommended that the scope of activity for the SAFE project be clarified following discussions with the PHAMA plus programme and that a next step following these discussions was to establish a relationship(s) with food safety certification bodies active in the SAFE countries to clarify the level of interest in the development of a local auditor capability. It also identified regionally active certified auditor training providers.

A presentation on the SAFE project was provided to PHAMA plus on Dec 8. This received a positive response by PHAMA plus who identified that this work complemented their own project activity. PHAMA plus provided an introduction to the main provider of HACCP training and certification in the Pacific - HACCP Australia (David Haberfield, Senior Project Manager - HACCP Australia, Mobile / WhatsApp +61 418 691 516 david@haccp.com.au www.haccp.com.au). Subsequently (Dec 20) David was contacted, and the SAFE project and its intentions were shared. Further work to establish opportunities for establishing local auditor's needs and their training requirements needs to be clarified.

1.2.3 Fairtrade certification

Report 2 identified that Fairtrade International had developed and owned the Fairtrade standards which encompass environmental, social and economic requirements and that FLOCERT was the only certifier for Fairtrade producers. It did identify that there were provisions in the *Fairtrade International Requirement for Assurance Providers* that allowed the use of contracted qualified auditors and these auditors required qualifications including a minimum of one year auditing or 100 audit days to one or more standards for a recognised certification body or internationally recognised financial reporting standards. The report however identified that the requirements for contract auditors to have a minimum of 1-year auditing or 100 audit days would be difficult to comply with considering the comparatively small number of potential audits for Fairtrade in the Pacific. The report included a recommendation that contact be made with FLOCERT to discuss the possible opportunities for linkage with the SAFE project and the development of Pacific Fairtrade auditor capability.

A (virtual) meeting was held with *Fairtrade Australia New Zealand* (FairTrade ANZ), (Sarah Lagente and Michael Briers) on Dec 2 where the SAFE project was introduced and the potential to support the development of local auditors discussed. The project intentions were received with positive support and FairTrade ANZ provided information on the organisation of FairTrade certification and their role. Sarah subsequently introduced Flocert (Feb 7). Subsequent feedback from the Flocert Regional Manager (Lokesh via email Feb 13) identified the following which will be discussed at a meeting with Flocert on March 16:

- There is no subset of auditors called “Pacific Auditors”. Every qualified auditor around the globe, potentially, can be sent to Pacific (or anywhere) to conduct an audit.
- In order to ensure a fresh pair of eyes looking on the ground and to ensure neutrality in an audit, Flocert rotates its auditors constantly.
- The auditors are trained to perform audits based on the requirements of ISO 17065 and their work is constantly monitored and evaluated.
- Audit costs are included in the overall certification costs so customers have no insight into the specific costs associated with audits.

Follow-up discussions between the project team and Flocert are however planned to discuss possible opportunities for linkage.

1.2.4 Rainforest Alliance

Report 2 outlined that the Rainforest Alliance has a well-established process for the training and approval of auditors. It identified the potential for the establishment of local auditors through the SAFE project to decrease auditing costs for Rainforest Alliance certification however that this would require close consultation with those accredited certification bodies that are active in the Pacific region. The report identified the following issues in relation to the establishment of local auditors:

- Auditors require a significant level of training as well as they need to complete a minimum number of audits. The small number of current Rainforest Alliance certified operations in the Pacific may make it difficult to sustain an auditor capacity.
- Auditing is a key component of the Rainforest Certification programme. Certification Bodies may be reluctant to subcontract these services especially considering the potential sanctions that could be placed on their overall business if these do not meet Rainforest Alliance certification requirements.
- [The costs associated with Rainforest Alliance certification](#) as well as the certification costs required by the recognised certification body should be reviewed to clarify the relative cost benefit of providing local auditors.

It recommended that contact was established with the following Rainforest Alliance recognised certification bodies to explore their interest in working with the SAFE project to develop local auditor capability; [Control Union BV](#); Sustainable Development Services; [SCS Global Services](#); [IMO Control India](#); [Preferred by Nature](#).

Subsequent attempts to communicate with the Rainforest Alliance and its certification bodies have not been successful.

1.2.5 Fisheries certification

Report 1 identified that the Pacific region is mainly composed of oceans with large amounts of seafood and the sustainable development of these resources was a key strategy for economic development for many of the SAFE project focal countries. The report identified that the Marine Stewardship Certification (MSC) appeared to be the main fisheries assurance programme adopted in the Pacific to provide assurance on the sustainable management of fisheries. Report 2 provided details for the qualifications for MSC auditors and established that they require a wide range of specialist technical qualifications relating to the sustainable management of fisheries in addition to auditing skills. It is uncertain on whether generic locally based auditors would meet the MSC and certification body requirements. It identified the following MSC certification bodies has been active in the Pacific - [SCS Global Services](#), [Control Union UK](#), [Acoura Marine Limited](#). Report 2 suggested that contact be made with MSC accredited certification bodies active in the Pacific to clarify the potential opportunities for the establishment of locally based auditors. In addition it is suggested that links be established with regional organisations that are supporting the development of sustainable fisheries in the Pacific to clarify opportunities.

In follow-up, links were established with the SPC Fisheries Team to identify any initiatives in relation to the support for fisheries market assurance programmes. Dr Tim Pickering, inland aquatic advisor in the SPC Coastal Fisheries Programme (CFP) outlined that the Fisheries, Aquaculture and Marine Ecosystems (FAME)¹, Sustainable Coastal Fisheries and Aquaculture for Pacific Livelihoods, Food and Economic Security (SCoFA) projects CFP mechanism was modelled on that of LRD SAFE project, and can entertain requests for assistance in “certification” by aquaculture enterprises. He suggested that SPC could facilitate the creation of a regional architecture to install a “fish” certification scheme (e.g. MSC) in the region, with auditors trained? So then a project like SCoFA would have something in place that enterprises could then be assisted to adopt? Follow-up discussions are being held to develop this concept. Links with the MSC certification bodies in the Pacific have not yet been established.

1.3 Project insights Challenges and Opportunities

The analysis of the focal certification programmes detailed in Report 2 and the subsequent consultation with the certification programmes and certification bodies has established that there are limited opportunities for the development of local auditors for Fairtrade, Rainforest Alliance and MSC certification. The key constraints to this include:

- The specialist skills required for auditors for example MSC auditors
- Organisational policies to use internal resources and to rotate auditors for example Fairtrade
- The number of available audits are small and may not be enough for the auditors to retain their auditing recognition for example Rainforest Alliance and Fairtrade.

There have however been other insights into the needs of MSME in relation to assisting them attaining and keeping market certification including:

- Many MSME need support to develop the information systems to meet the requirements for compliance with market certification programmes for example the establishment of protocols to manage risks and to monitor and record their implementation of these protocols.
- Support for preparing for certification and an audit.

- Support for identifying the comparative benefits associated in obtaining market certification and the selection of the most appropriate scheme.

It is recognised that this project will provide support and resources to address the above needs however it could become a higher and more impactful priority for the project.

2.0 Training and auditor accreditation profile

A generic auditor accreditation profile has been developed which can be adapted to suit the requirements for different market certification auditors. It should also be noted that there is often a hierarchy in auditor roles – with trainee auditors often requiring 1 or 2 years’ experience under an approved auditor with a lead auditor positioned at a more senior position.

Details on the specific qualifications and expectations for auditors for the focal market certification programmes are detailed in *Report 2* under the profile of each of the market certification programmes.

‘Market’ Certification Auditor

Position duties

- To comply with the certification body Standard Operating Procedures including strict adherence to Conflict of Interest and confidentiality.
- To assess that a Grower/Producer/supply chain operation is complying with the *Market Certification* programme production standards and report observations.
- To review a certified property, livestock, processor and/or handling system plans in accordance with applicable regulations and standards. Collect updates of these as appropriate
- To plan, prepare, schedule and conduct on-site and remote inspections of applicants and certified operations as assigned.
- To write reports and communicate inspection results through excellent written and oral communication within established timelines.
- To participate in and provide training to new inspectors, mentor and evaluate as needed.
- To compile, organize and submit documentation and information using technology platforms.
- To conduct peer evaluations of other inspectors in the field as assigned and to be evaluated periodically according to certifier quality requirements.
- To travel as required to undertake audits.
- To maintain an on-going training log.

Qualifications

There are a range of competencies and qualifications required for auditors that vary between market certification programmes and the role of the auditor.

Educational qualifications

Auditing requires good communication and literacy skills. This is often reflected in auditors having to have completed secondary schooling or further studies. Higher educational qualifications are a requirement where an auditor requires specialist technical skills for example

- A trainee auditor for Rainforest Alliance needs to successfully complete a post high school training in fields with a primary focus on the subject and focus area of their auditing activity or at least 3 years of relevant working experience in that field.
- A MSC fishery team member requires a) University degree in fisheries, marine conservation biology, natural resources environmental management or relevant field (e.g., economics, mathematics, statistics), or b) 3 years' management or research experience in a marine conservation biology, fisheries, natural resources or environmental management position.
- A USDA National Organic Programme auditor is required to have a suitable degree from a post-secondary or higher educational institution; with at least 5 years of related work experience; or with a combination of post-secondary or higher education and work experience.

Auditor experience

A minimum amount of auditing experience may be a requirement for an auditor for example

- A contracted auditor for Fairtrade has to have a minimum of a) one year auditing or 100 audit days to one or more standards for a recognised certification or auditing body or b) international recognised financial auditing standards.
- A trainee farm auditor for Rainforest Alliance needs to have completed 8 hours of face to face or online training on auditing principles and the Rainforest Alliance certification process. A farm auditor needs to have participated in the last 4 years in at least 3 audits or 8 audit days or audit as a trainee or auditor in social standards or be a APSCA certified compliance auditor; successful completion of 24 hours of social auditor training; – as well as participated in at least 5 audits or at least 13 audit days as a trainee or auditor in applicable commodity category processing systems and/or supply chain standards or applicable commodity category GAP and/or organic agriculture and /or environmental standards.
- The MSC requires a fishery auditor team member for example for Fish stock assessment a) 3 years or more experience of applying relevant stock assessment techniques being used by the fishery under assessment, or b) Primary authorship of 2 peer-reviewed stock assessments of a type used by the fishery under assessment.
- A NOP organic auditor is required to full-fill continual professional development requirements by completing a combined total of 80 hours continual professional development, excluding travel and social time, during a 3-year period. This period is calculated per calendar year.

Auditor qualifications

Auditors need an in-depth understanding of the relevant market certification programme. There are also formal auditor qualifications that auditors may need to attain. These may vary between the auditor position for example:

Common qualifications include:

- ISO/IEC 17021-1 - for Management System Certification
- ISO/IEC 17065 - for Product Certification

And completed training on some of the following:

- ISO 19011 Section 4 Principles of Auditing and Section 6 Audit Activities
- ISO 9001 Lead Auditor Course
- ISO/IEC 17011 Conformity Audit General Requirements for accreditation bodies accrediting conformity audit bodies

- ISO/IEC 17065 – General requirements for bodies operating product certification systems

More senior auditor roles may require higher qualifications such as;

- ISO 9001 lead auditor course or
- ISO 22000 lead auditor
- ISO 14001

In addition to auditing qualifications there may be requirements for skills related to:

- The use of software – for example word/excel, databases.
- Information technology such as Zoom, Teams
- The use of drones or other specialist monitoring technology

Work/life Experience

A work experience requirement may be established for an auditor. As an example

- Include life experiences in agriculture/fisheries/processing.
- Fairtrade auditors are required at least 2 years' work experience related to the content of the standard being evaluated or in assurance of other schemes.
- Organic auditors are often required to have practical experience in the production system/value chain that they are auditing as well as minimum number of audits undertaken in a year to sustain their auditor status.

Personal attributes

Auditing is not for everyone – some of the personal attributes that have been identified that make a good auditor include:

- The ability to work independently and partner with a diverse group of staff and clients with different strengths and skills in a busy work environment.
- The ability to clearly communicate complex technical information in a positive and effective way.
- To be highly self-organized with the ability to prioritize work, managing multiple projects while maintaining quality.
- The ability to effectively communicate orally and in writing.
- Adherence to the management of conflicts of interest and protection of confidentiality.

Auditor performance expectations

Some role descriptions include auditor performance expectations such as

- Expectations may be set for auditors in relation to their performance for example the minimum number of audits completed in a year.
- Expectations for continual professional development are typically included in position descriptions for auditors. These may involve the successful completion of relevant training which is often defined by a number of hours training.
- Conflict of interest – there is often a requirement to ensure that there is no conflict of interest for audit and certification personnel. This is typically based on the identification, disclosure and

management of any risks to an auditors impartiality to ensure that any risks are mitigated. Often these are included in the certifiers Standard Operating Procedures.

- Some market certification programmes set requirements in relation to compliance with codes of conduct or conformance to Standard Operating Procedures for example MSC requires auditors to
 - a) *sign the 'MSC Audit Personnel Code of Conduct' confirming that they will comply with the Code.*
 - b. *Conform to the competency and qualification criteria listed in CoCCR Section 5 and Annex PC of the FCP, as appropriate for CoC audits, Group CoC audits, and fishery assessments.*

3.0 Draft request for expression of interest for the recruitment of potential auditors

The following draft request for expression of interest for market certification auditors has been developed and designed to obtain the information to clarify the applicants suitability for being an auditor and the market certification programmes that are most appropriate for them.

Food Safety and Environmental Assurance – Auditor Expression of Interest



SAFE Pacific Project

The SAFE project looks to contribute to increasing exports from the 15 participating Pacific Island States through interregional, intraregional, and international trade. A key capability is to support Medium, Small Enterprises to obtain certification to market certification programmes that can enable the businesses to access higher value markets. The SAFE project is seeking to identify potential market certification auditors to support the project objectives.

Those interested in becoming auditors are requested to complete and return this application form. (If this is explained in an appended CV then there is no need to provide duplicate information.

SECTION 1:

a. Name and contact details

Personal details			
Name:		Title:	<i>[insert title of representative]</i>
Phone number:	<i>[Phone number]</i>	Email:	<i>[email address]</i>
Company or organisation that you are working or affiliated to?			

b. Please indicate the Pacific ACP country/countries where you are based and have experience in working in.

<input type="checkbox"/> Cook Islands	<input type="checkbox"/> Nauru	<input type="checkbox"/> Solomon Islands
<input type="checkbox"/> Federated States of Micronesia	<input type="checkbox"/> Niue	<input type="checkbox"/> Timor Leste
<input type="checkbox"/> Fiji	<input type="checkbox"/> Palau	<input type="checkbox"/> Tonga
<input type="checkbox"/> Kiribati	<input type="checkbox"/> Papua New Guinea	<input type="checkbox"/> Tuvalu
<input type="checkbox"/> Marshall Islands	<input type="checkbox"/> Samoa	<input type="checkbox"/> Vanuatu

c. Auditor interest and experience

What type of auditing are you interested in undertaking, what is your experience and training?						
	<i>Interested in Undertaking</i>	<i>No experience</i>	<i>1- 2 years</i>	<i>2-5 years</i>	<i>More than 5 years</i>	<i>Have completed training</i>
Organic certification auditing – 3 rd party	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Organic certification - PGS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Food Safety – HACCAP	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Food Safety - Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rainforest Alliance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fairtrade	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marine Stewardship Council	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (Please list below)						
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

d. Training qualifications

What type of training qualifications have you gained?		
	<i>Completed</i>	<i>Qualification Received</i>
Secondary school		
Technical Institute		
University		
Other		
Other training and qualifications including any auditor training (Please list below)		

e. Experience with crops/value chains

Please rate your experience and knowledge of the following production systems and values chains?				
	<i>No knowledge</i>	<i>Some 1- 2 years</i>	<i>2-5 years</i>	<i>Very experienced</i>
Coffee	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Cocoa	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Coconut	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Kava	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Tumeric	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vegetable/fruit production	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Livestock production	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fisheries/aquaculture	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Other (Please list below)</i>				
Processing (describe)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Food safety	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

f. Applicant Profile

Please provide on why you are interested in becoming an auditor and any relevant experience you have.

g. Please include a curriculum vitae.

DECLARATION

I hereby certify that I have the authority to submit this proposal on behalf of the applicant and I certify that the above and attached information is true and accurate.

.....
Signature

Date:

4.0 List of potential auditors

Table 1 List of potential auditors I have a list as well, should we combine them?

Name	Contact details	Countries active in	Areas of work	Reference
HACCP Australia Fiji Ltd	David Haberfield Senior Project Manager - HACCP Australia Mobile / WhatsApp +61 418 691 516 david@haccp.com.au www.haccp.com.au au.linkedin.com/in/davidhaberfield/	Cook Islands, Fiji, French Polynesia, Kiribati, Marshall Islands, Micronesia, Nauru, New Caledonia, New Zealand, Niue, Palau, Papua New Guinea, Samoa, Solomon Islands, Tokelau, Tonga, Timor-Leste, Tuvalu, Vanuatu	Assist SME'S in the food industry - exporters of ag products, food production & restaurants, specialising in HACCP & Food Safety Systems International HACCP Codex Food Safety Training, Development , Implementation & Certifications. NON GMO - (Genetically Modified) Training, investigations & Certifications. FDA Food Fraud & Food Defence	https://businesslinkpacific.com/search/130-haccp-australia-fiji-limited-australia
Quality Solutions (QSL)	Dion Palu ISO/HACCP/Organic Consultant Quality Solutions Numbatu, Port Vila Dir Ph +678 22325 Mob +678 73 12 680 Web: www.qualitysolutionspacific.com	Vanuatu, Tonga	QSL has helped numerous Pacific Island businesses achieve internationally recognized certification such as ISO, HACCP and USDA NOP, to access overseas markets, become leaders in their industries, and be eligible for international tenders. Build systems to ISO9001 - QMS, ISO45001-OHS, ISO22716 - Cosmetics, Codex HACCP and FDA FSMA/HARPC. Organic. Technical writing (process mapping), train staff and internally audit these systems.	https://businesslinkpacific.com/search/189-quality-solutions-qsl-vanuatu https://qualitysolutionspacific.com
Futiafu Cleaning Services	72 43318 futiafu.cleaningservices@gmail.com	Samoa based also Cook Islands, Fiji, Tonga, Vanuatu.	<i>Futiafu Cleaning Services is the only company in Samoa that provides professional domestic and commercial cleaning services, and onsite housekeeping training and onsite food safety training. We operate rapid microbial technology assessments to detect cleanliness levels. We assess your property and develop with you, training programmes to achieve STA, HACCP or MoH minimum standards.</i>	https://businesslinkpacific.com/search/45-futiafu-cleaning-services-samoa https://www.facebook.com/futiafucleaning/
HSEQ Vanuatu	HSEQ Vanuatu Nautilus Watersports Compound, Kumul Highway Port Vila, Efate, Shefa, Vanuatu	Vanuatu	HSEQ Vanuatu specialises in the development and implementation of Health Safety, Environment and Quality (HSEQ) Management Systems for government	https://businesslinkpacific.com/search/319-hseq-vanuatu-vanuatu

	+678 766 5370 info@hseq-vanuatu.com		and corporate entities, aligned to International Standards Organisation (ISO) specifications - this includes systems, processes, technology solutions & management training.	https://hseq-vanuatu.com
API Food Consulting Services	Apiame Cegumalua	Offices: Fiji Also servicing: Cook Islands, Kiribati, Marshall Islands, Micronesia, Nauru, Palau, Timor-Leste, Tuvalu, Vanuatu, Samoa, Solomon Islands, Tonga, French Polynesia	Consult and Training on "Opportunities in Food Processing" : i) How to set up and manage a Food Processing Business : a) Fruits, Vegetables, Dairying, Flour, Baked Foods, Meat, Fish Processing. ii) Training : Food Preservation, Value Adding, Quality, Food Safety. iii) Guide SMEs to improve process system, quality of products, packaging, product costing, product pricing , etc	https://businesslinkpacific.com/search?service=standards&page=1 https://www.linkedin.com/in/apiame-cegumalua-a56038125/?originalSubdomain=fj
TraSeable Solutions	Ken Katafono	Fiji and other Pacific countries	Interested in developing an in-house capability to offer auditing services (for HACCP or 3rd party certification) - it would complement their current traceability work we do.	https://www.traseable.com
	Benuel Tarilongi	Vanuatu	Past head of Livestock and Biosecurity Vanuatu, currently the Chair of the Vanuatu Organic Certification Committee that oversees PGSs in Vanuatu. He is a trained 3 rd Party Auditor by Australian Certified Organics. He has been doing 3 rd Party auditing and ICS for large coconut plantations in Vanuatu	
	Nitesh Datt	Fiji	Active in biosecurity management	Email: ndatt@baf.com.fj Mobile: 9985870 M.Sc (Ag) Plant Pathology B.Agr, DTA, IDTT PH: +679 9278638
	Monica Raghwan	Fiji	Chair, FQOA	https://twitter.com/moniqueurunique
	Bernadette Nicholls		Cert coordinator Fiji Queens	https://islandsbusiness.com/partner-advertorials/mou-gives-spb-d-more-reason-to-bloom/
	Ms. Melaia Salacakau	Fiji		FRIEND E-mail: m.salacakau@gmail.com Tel.No : 7228579/7401588
	Mr. Irimaia Ratawa	Fiji		FRIEND E-mail: irimaiaratawa@gmail.com Tel.No: 9525493

	Mr. Stephan Capillon	France/NZ		BioGro (Consultant) E-mail: capistef@gmail.com Tel.No: +64 2102857898
	Ms Glenda Hamilton	Australia		E-mail: glenda@cloud-quality.com
	Mr. Belden Taki	Solomon Islands		Coconut Technology Centre E-mail: kpsibelden@gmail.com
	Mr. Vikash Kumar	Fiji		Markets for Change Project, United Nations Development Programme E-mail: macpieman@gmail.com Tel.No : 9231 506/ 9967 790
	Mr. Andrew Shaw Weleilakeba	Fiji		Organic Farmer E-mail: equipfiji@gmail.com Tel. No: 8395433/7108538
	Ms. Makereta Tawa	Fiji		Foundation for Rural Integrated Enterprise and Development (FRIEND) LABASA, FIJI E-mail : margietawake9@gmail.com/organics@friendfiji.com Tel. No: 9525493
	Ms. Reshma Sonima Sharma	Fiji		Foundation for Rural Integrated Enterprise and Development (FRIEND), BA E-mail: sonimasharma@rocketmail.com Tel.No: 9777394/ 9443182
	Ms. Shamron Pickering	Fiji		Pacific Seaweeds E-mail: export@pacificseaweeds.com Tel.No: 7777006
	Sunil Kumar	Fiji	Works at Homes for Hope, CV on file, 2018 organic training in Philippines 2018 organic training in Philippines	
	Surilo Bulinayau	Fiji	Works at Homes for Hope, CV on file	
	Laisa Batyah Bale	Fiji	did the evaluation for FQOA in 2019 (across all the farms on both islands). I am very interested in this field for two reasons: (a) I have M&E background and experience - I did a few M&E in Fiji for CCF and Fiji Media Watch & Internationally for the Norwegian Refugee Council; (b) I am interested in the role of	laisa.bale@gmail.com

			women in agriculture. I can send in my CV for your perusal should you require it. Even if I don't get to do any M&E, I would be interested in any training in this field because it's a huge learning for me as a farmer. After doing the 2019 evaluation for FQOA, I gained for much for it because I was able to use my M&E knowledge and experience. I would like do more, though Would be grateful for your advise. Sincerely Laisa	
	Litia Kirwin	Fiji AU	Tonga ACO Training 2019, Currently In AU	
	TusitinaN	Samoa	She has a lot of experience with working with organic standards and does want to train to be an auditor so would be good. I'll get an alternate email address. was involved during her time at WIBDI – now managing a huge NASAA operation in Samoa – she will be useful	TusitinaN@serendicocosamoa.com –
Clean & Green Farming	Peter Kaoh	Vanuatu		cleanandgreenfarming@gmail.com
	Oliver Lato	Vanuatu		oliverl2440@gmail.com Recommended by Stephen along with Peter above. Both are involved with PGS
	Maryjane H Kaikirano	Solomon Islands		kpsljane@gmail.com Solomon Islands
	Laurent Monas	French Polynesia		laurent.maunas@rural.gov.pf
	Pierre Lecoeuvre	Vanuatu		TERO Inputs workshop. New Caledonia Chambre of Ag.? Says he has done inspections.
	Julie Sawyer	Vanuatu		Auditor NAASA Lionfish Vanuatu Limited facilitating Organic certification (will ask Nambo for an email address)
	Lusia Gasaucalayawa	Fiji	Studied with Jodi Smith at Ranadi, worked with Epeli on the PCDF project. Went to the Rabi training. PGS Coordinator/trainer for SEEP Bau.	Mobile: 2124462 / 7224883, Email: lusianagale2602@gmail.com
	Norah Rihai	Vanuatu		nrhbulu@gmail.com

	George Moli	Vanuatu	George has vast experience with Grower Group Management and was the ICS Manager for both Organic Grower Group with World Vision and LionFish Vanuatu for many years. George has completed his Network Manager and Internal Auditor Course with David Hardwick, is currently accredited as and Internal Auditor for LionFish Vanuatu and continues to do Internal Audits for VOICI OGG.	georgemoli@gmail.com
	Gary Altman	PNG		
Other				
AJC Vanuatu	https://ajc-vanuatu.com	Vanuatu, Australia, French Polynesia, New Caledonia, New Zealand	Chartered Accountants; Business Advisor. Financial Audit, External and Internal	https://businesslinkpacific.com/search/126-ajc-vanuatu-vanuatu
Fine Mat Creative	Liz Ah-Hi finematcreative@gmail.com	Samoa	<i>We are content creators who take a story telling approach to communications, public relations and social media marketing. We specialize in helping SME and organisations utilise their digital platforms to communicate their key messages, enhance their reputation and raise their public profiles.</i>	https://www.facebook.com/FineMatCreatives/ https://businesslinkpacific.com/search/73-fine-mat-creative-samoa

Key source <https://about.businesslinkpacific.com/understanding-standards-and-certification/>

Table 2 JAS-ANZ approved food safety certification bodies

Certifier	Cook Islands	FSM	Fiji	Kiribati	Marshall Islands	Nauru	Niue	Palau	PNG	Samoa	Solomon Islands	Timor Leste	Tonga	Tuvalu	Vanuatu	
AsureQuality																
Aus-Qual Pty																
BSI Group																

SAI Global Cert Services																
Integrated Quality Cert																
Telarc																
SGS Australia																
Merieux NutriSciences Certification LLC																
TQCS International Pty Ltd, PWC compliance																
HACCP Australia (Fiji) Limited (not JAZANZ)																

Source – Obtained from the JAS-ANZ website <https://www.jas-anz.org>

Table 3 EU Organic recognised certifiers by SAFE countries

Certifier	Cook Islands	FSM	Fiji	Kiribati	Marshall Islands	Nauru	Niue	Palau	PNG	Samoa	Solomon Islands	Timor Leste	Tonga	Tuvalu	Vanuatu
A Cert									✓						
Agreco			✓						✓	✓	✓		✓		
Australian Certified Organic	✓		✓						✓				✓		✓
Bioagricert			✓												
BioGro NZ			✓				✓			✓					✓
CERES									✓	✓		✓			
Control Union	✓		✓						✓	✓	✓	✓	✓	✓	✓
Ecocert			✓							✓		✓			✓
IMO									✓						
Kiwa BCS			✓						✓						
NASAA		✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓
OneCert										✓					
Soil Assn										✓					

Southern Cross			✓							✓			✓		✓
--------------------------------	--	--	---	--	--	--	--	--	--	---	--	--	---	--	---

Source EU Organic Farming Information System LIST OF RECOGNISED CONTROL BODIES AND CONTROL AUTHORITIES FOR THE PURPOSE OF EQUIVALENCE²

<end>

² https://ec.europa.eu/agriculture/ofis_public/pdf/CBListAnnexIV.pdf Report generation date : 26/01/2022.