

**Description of the process:** Involving staff in the OSMS and the processes that support it is essential for effective operational safety management, as it enables the body to make informed decisions. It is up to the company to decide how best to ensure effective consultation and participation and whether it needs to establish formal mechanisms such as safety committees.

Staff participation means that all employees, including contractors, subcontractors and outsourced staff:

- have the opportunity to participate in the development and implementation of the OSMS
- have access to information they need to participate effectively in the OSMS
- are encouraged to participate in the OSMS and feel comfortable reporting safety concerns

In addition, an Employee Safety Concern Process (ESCP) is set out in the OSMS manual. Under this process, all employees can raise concerns without consequence. All safety concerns are discussed with the employee who raised them before the issue is considered resolved.