PROPOSED AMENDMENTS

Occupational Safety and Health Bill, 2025

How SOEHPON can partner with the Committee to strengthen the Bill

SOEHPON 2026 Conference



Why targeted amendments are needed

Move from a factory-centred statute to a preventive national OSH system



1 **PREVENT**

Risk assessment before harm

2 **PROTECT**

Workers, health data and clinical independence

3 **LEARN**

National injury and disease surveillance

4 **DELIVER**

Capacity from national to local level

The amendment test: Will the provision prevent harm, be understood, be enforced and remain current?

Six must-have amendments

These determine whether the Act protects health in practice

01 Risk-based prevention

Suitable and sufficient assessment; elimination and substitution before PPE.

02 Occupational health

Equal statutory standing; competent, quality-assured services.

03 Clinical independence

No employer interference; minimum-necessary disclosure of health information.

04 National surveillance

Clear reporting, analysis and anonymised publication of injury and disease data.

05 Worker protection

Participation, anti-retaliation and right to withdraw from imminent danger.

06 Implementation

Graduated enforcement plus a costed, time-bound national plan.

Make the law workable in Nigerian settings

Implementation must reach beyond large formal workplaces



Market traders

Artisans & mechanics

Tailors & fashion

Street food vendors

Informal & small enterprises	Simplified risk tools; shared or mobile OH services; no exemption for high-risk work.
Nigeria-relevant hazards	Heat, humidity, biological exposure, fatigue, violence and psychosocial risk.
Connected systems	OSH regulator + NSITF + public health + sector regulators; protect compensation rights.
Accountable delivery	Inspectorate capacity, laboratories, digital reporting, milestones and public indicators.

The Act should set the duty. Regulations and guidance should make compliance practical.

Acknowledgements and thank you

With gratitude to the SOEHPON President and the Review Committee

WITH SPECIAL THANKS TO

MS

Dr Musa Shaibu

President, SOEHPON

Thank you for entrusting the Review Committee with this mandate and for the opportunity to serve the Society and Nigeria's workers.

The Review Committee

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Thank you for your time, expertise and valuable contributions.

"We are standing on the shoulders of giants."

In gratitude to colleagues whose work on previous Bills laid the foundation for this review