

LEGAL ALERT

**UGANDA EXPANDS WORKPLACE SAFETY
OBLIGATIONS UNDER THE OCCUPATIONAL
SAFETY AND HEALTH (AMENDMENT) ACT,
2025.**

The Occupational Safety and Health (Amendment) Act, No. 20 of 2025 came into force on 25th July 2025, amending the Occupational Safety and Health Act, Cap. 231, Laws of Uganda. The amendment widens the scope of the law to cover all workplaces, repealing the earlier restriction to workplaces with at least 20 employees.

KEY OBLIGATIONS FOR EMPLOYERS

Employers must now comply with expanded duties, including:

- i. Establishment of Safety and Health Committees and designation of Safety and Health Officers.
- ii. Preparation and submission of a workplace health surveillance plan to the Occupational Safety and Health Commissioner for approval (S. 20(2)(a)).
- iii. Informing employees about workplace health hazards and protective arrangements (S. 20(2)(b)).
- iv. Carrying out pre-assignment, periodic, and exit medical examinations for workers in hazardous roles (S. 20(2)(c), (e)).
- v. Meeting the cost of the medical examinations (S.20(3)).
- vi. Providing occupational health services, including wellness programs such as stress management and fitness (S. 20(2)(f), (4)).
- vii. Mandatory notification of occupational accidents, incidents and disease outbreaks (S. 20A).
- viii. Conducting safety and health risk assessments covering noise, dust, vibration and related hazards (S. 46(3), (5)).
- ix. Undertaking annual workplace safety and health audits (S. 46(4)).
- x. Certified training for operators of

machinery, lifting equipment, and electrical installations. (SS. 70, 72, 83).

ANTICIPATED REGULATIONS

The Occupational Safety and Health regulations have not yet been enacted but are expected to clarify:

- i. Licensing and registration of safety and health practitioners (S. 15A (1))
- ii. Prescribed timelines for risk assessments and audits (S. 46(3))
- iii. Annual inspections by certified electrical safety inspectors (S. 83(3)).

CONCLUSION

The 2025 amendment significantly increases employer obligations in Uganda's workplace safety regime. Employers are advised to review and update workplace safety policies, designate safety officers, and prepare compliance frameworks ahead of enforcement action. Employers should also make budgetary allocations for compliance with these obligations, particularly health surveillance, medical examinations, wellness programs, and workplace audits.

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Please feel free to reach out to KTA Advocates at corporate@ktaadvocates.com to discuss your specific needs.