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THE ACCIDENTS AND OCCUPATIONAL DISEASES (NOTIFICATION) ACT, CAP 330 R.E. 2023

A Summary Peering into the Principal Legislation



A Knowledge Hub Publication

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1.0 Introduction

The state in the exercise of her oversight and prevention of losses caused by accidents, enacted Act No. 25 of 1953; Cap. 330 in order “*to provide for the notification of accidents and occupational diseases*”. It requires employers and medical practitioners to report workplace accidents, deaths and specified occupational diseases to labour authorities and gives the state the responsibility to investigate, collect statistics, and prevent recurrences.

The Act also empowers the Minister to order formal investigations and to extend notification to dangerous occurrences explosions, building collapses, machinery failures, tightening enforcement and serious risk investigation.

It deliberately links with the then Workmen’s/Workers’ compensation framework by ensuring cases are notified to government labour officers, and even ties into inquest procedures so that compensation, inquiries and prevention operate on the same factual record.

1.1 Long Title and Predecessor Statutes

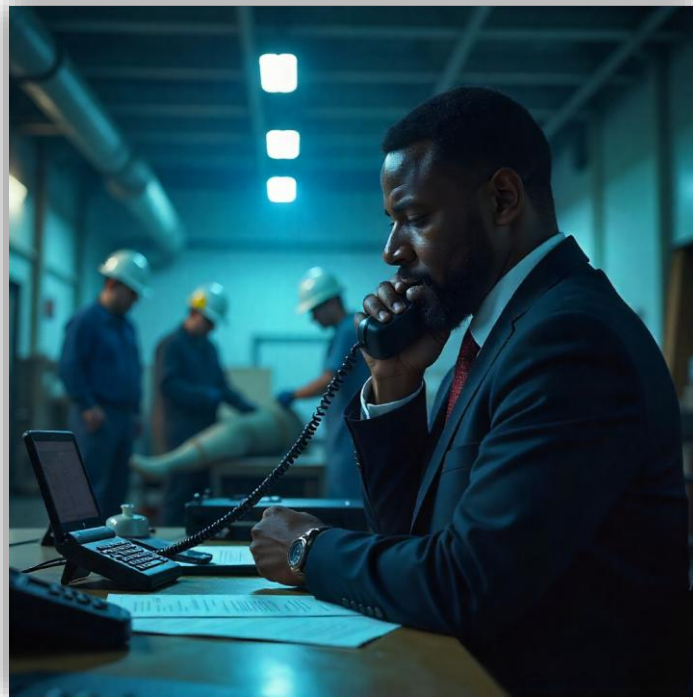
“ *An Act to make provision for compensation to employees for injuries suffered and occupational diseases contracted in the course of employment and for matters connected therewith and incidental thereto.* ”

The coming of the Act into force on 1st September 1953 effectively repealed and replaced Acts No. 9 of 1927, No 15 of 1929, No. 32 of 1931 and No 43 of 1948. The repealed Acts are **No. 9 of 1927** which was the **Workmen’s Compensation Ordinance, 1927**, one of the earliest pieces of legislation in Tanganyika to provide for compensation of workers injured in the course of employment. **Act No. 15 of 1929**, was an **amendment to the 1927 Workmen’s Compensation Ordinance**, refining coverage and employer obligations.

Act No. 32 of 1931 was yet another amendment, which extended definitions of occupational accidents and diseases. Finally, **Act No. 43 of 1948**, was a major consolidation, effectively revising the **Accidents and Occupational Diseases (Compensation) Ordinance** to modernize the law just before independence (1961).

1.2. Duties Imposed by the Act

Employers must promptly notify labour officers of fatal or serious accidents and any suspected occupational diseases among their workers. Medical practitioners have a duty to notify the government of suspected occupational diseases in workers they attend to.



The Minister and other Authorities may extend notification to dangerous occurrences; may direct formal investigations; may amend the Schedule of listed diseases by rules

1.3. Significant Amendments to the Act

The 2008 enactment of the **Workers' Compensation Act No. 20 of 2008** represents the most consequential amendment to the earlier legislation. It fundamentally restructured the legal landscape creating a compensation fund, expanding coverage, remedying prior deficiencies, and aligning Tanzania's laws more closely with global labor and safety standards. It remains the cornerstone of how occupational injury and disease compensation is governed in Tanzania today.

1.3.1.

Primary Text and Revisions:

The Act was first enacted in the year 1953.^[1] A major revision of the laws took place in 2002 and subsequent updating consolidations in the year 2019 and 2023. The Act is carried through the 2002 revised edition and remains published in current consolidated forms, with the same core notification scheme. This is a revision or consolidation, not a substantive amendment.

1.3.2.

Subsidiary Legislation:

Prescription of Forms as enshrined in GN 296/1955 prescribes the official notification forms for accidents and occupational diseases under the Act. The forms are Still referenced in current consolidations and provide for the procedural aspects of the law.

1.3.3

Cross-statute amendments embedded in the Act

On its enactment, the Act itself repealed section 14 of the Workmen's Compensation Ordinance and section 21 of the Master and Native Servants Ordinance and amended the Electricity Act and Mining Ordinance – to harmonize notification duties across regimes.

2.0. Schedule of Occupational Diseases

The Schedule can be altered by ministerial rules s.10(2)). Current consolidated schedules list classic occupational diseases e.g., anthrax, lead/arsenic poisoning, compressed-air illness.

2.1. Repeals to the Act

The Act has not been repealed and replaced to-date. The Notification Act remains in force. It was not repealed by the Workers' Compensation Act, 2008; they operate in parallel; one providing for notification and the other for compensation.

2.2. Related Ecosystem

Workers' Compensation Act, 2008 No. 20/2008; R.E. 2015: Establishes the Workers' Compensation Fund (WCF) and modern compensation machinery; it repealed the earlier Workers' Compensation Act Cap. 263 (R.E. 2002) but did not repeal the Notification Act. Regulations (incl. 2021 amendments) set modern notification forms to the WCF as well.

Occupational Safety and Health Act, 2003 (OSHA) separately governs safety/health management and notification of incidents/occupational diseases to OSHA. It complements not replaces the 1953 notification duties to Labour/WCF.

[1] Act No. 25 of 1953

3.0 Conclusion

The motive of enactment was to create a mandatory, government-steered notification and investigation system for workplace accidents and occupational diseases to support compensation, statistics, and prevention measures.

Amendment trail as evidenced in the Article, since enactment in 1953 Act; have included GN 296/1955 on forms; which was carried through R.E. 2002 and present consolidations vide 2023 legal reforms; embedded repeals and amendments to older ordinances/acts at enactment; but as it stands there has not been any later repeal of the Notification Act itself.

REFERENCES

Accidents and Occupational Diseases (Compensation) Ordinance, Act No. 43 of 1948

Occupational Health and Safety Act, 2003 (Act No. 5 of 2003)

Prescription of Forms (G.N 296/1955)

Workers' Compensation Act Cap. 263 (R.E. 2002)

Workers' Compensation Act, 2008 No. 20/2008; R.E. 2015

Workmen's Compensation Ordinance, Act No. 9 of 1927

Workmen's Compensation (Amendment) Ordinance, Act No. 15 of 1929

Workmen's Compensation (Amendment) Ordinance, Act No. 32 of 1931

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