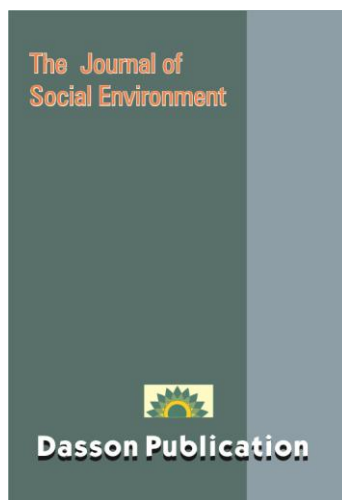


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Occupational Management System of sustainable Resources in Cross Rivers State, Nigeria

Godwin A. Nwogu

Department of Educational Management and Business Studies

Faculty of Education

Federal University Oye-Ekiti, Ekiti State, Nigeria

Abstract

This study investigates occupational health and safety management system compliance in Padank resources Nigeria limited in Rivers State, Nigeria. Six research questions guided the study. Descriptive survey research design was adopted. Proportionate sampling technique was used to select 416 respondents from the total population of 832 employees in Padank resources Nigeria limited in Rivers State, Nigeria. A research instrument tagged "Occupational Health and Safety Management System Compliance Scale" (OHSMSCS) with $r = .76$ was used for data collection. Completed and retrieved 414 copies of questionnaire were analyzed using frequency count, percentage, and mean statistics. Results showed that the company do not inspect first aid room periodically and also do not always make the ambulances ready for emergencies; do not learn relevant laws and regulations of OHSMS during training; do not have evacuation routes in case of emergencies; do not adequately comply with the formulated regulations; and do not effectively implement the findings and recommendations from audit within required time. The study therefore, recommended among others that safety inspections should be conducted in the workplace at regular intervals so that changes in operations or procedures will be properly scrutinised in order to identify any trends relating to workplace incidents. Also, training programmes that will specify the relevant laws and regulations of OHSMS must always be conducted so that management and employees will understand the importance of establishing safe working procedures and how to do so.

Key Words: 1.Compliance, 2.Management system, 3.Occupational health, 4.Padank resources Nigeria limited, 5.Safety.

Introduction

Occupational Health and Safety Management (OHSM) is an aspect of discipline that deals with prevention of work related injuries and diseases, and the protection and promotion of healthy workers. The purpose of OHSM is to improve working conditions and environment. In today's business environment, major changes in the global economic and the revolutionary service organisations coupled with the subsequent changes in work life and in the responsibilities of employees, have created an urgent need to strengthen and adapt the tools and methods used to ensure that safety, health and environment are promoted and protected in various companies (Doe, 2015). Occupational health and safety is not only a sound socio-economic and political policy; rather a basic human right (Annan, 2006; Tawiah & Baah, 2011). At the workplace, all activities and arrangements must be in the right position to protect and safeguard human lives from work-related accidents and illness.

Every year, thousands of lives are lost, people are maimed or injured due to accidents caused by carelessness, thoughtlessness, or lack of concern. Essentially, occupational health and safety management compliance is a matter of mutual concern and respect for employees and equipment used (Harcourt, 2015). Various literature available on the concept of occupational health and safety management points to the fact that man is greatly influenced by the safety management system complied with (Kadiri, 2016).

Today, the issue of occupational health and safety management system compliance at workplace is receiving serious attention worldwide in the areas of safety inspection, training programme, emergency

response plan, compliance to regulations, risk assessment, and performance review and audit. There is a high rate of industrial accidents in the world today, and there are also associated health problems, absenteeism, poor performance and depression. Some jobs are very hazardous, and the law requires that every employer of labour should provide safety workplace for employees doing hazardous work (Fulton, 2014).

In an attempt to increase profit margin, many employers take issue of workers and workplace safety with levity (Nnedinma, Boniface, Keith, & Nano, 2014). They usually did make Personal Protective Equipment (PPE) and others unavailable for workers and pay less attention to environmental impact of their work activities. Be that as it may, it has been observed that many employers in Nigeria pay little interest in the health and wellbeing of their employees probably because there are available workforce if the eventuality occurs (Nnedinma, Boniface, Keith, & Nano, 2014). They therefore see compliance with safety regulations as avoidable expenses. The initial cost of maintaining OHSMS in the work place might be high, making a good number of employers to cut corners and avoid compliance with safety regulation. Nzuve and Lawrence (2012) corroborating Idubor and Osiamoje (2013) claimed that huge capital is required to provide adequate facilities. Lack of facilities such as personal protective equipment may mean that desperate workforce will risk their lives instead of going hungry, hence will not comply with OHSMS regulations. This explains the reason lack of resources can hinder OHSMS efforts.

Also, it is not enough to have well written workplace safety policies. In correspondence, Okolie and Okoye (2012) maintain that the performance and productivity of staff is a function of the level of their expertise and skill, which is a function of the standard of training and education received, especially training on the job. This imply that if adequate OHSMS training and education are not given to staff, their performance e.g., compliance with OHSMS regulations will be affected. Smallwood (2004) agrees that management should value safety notwithstanding that lack of value for safety may be as a result of the perception that safety is only cost related.

Most Nigerian employers pay lip service to safety management as a matter of fact. Also, few of them are willing to actions towards solving these problems despite the fact that every employer is duty bound to protect employees and keep them informed about health and safety practices. However, the prevailing safety of management practices have been identified to be debilitating.

Therefore, companies are expected to adequately analyse the possible hazards of their operations and effectively manage their risks. They are expected to carry out accident-free operations with environmentally friendly responsibilities, improve the efficiency of their pipelines with proper integrity management systems, improve emergency response systems, and most importantly learn lessons and apply corrective measures from past incidents (Kalejaiye, 2013). In Nigeria, implementation of OHSMS in the companies are questionable due to the fact that work environments are not safe enough, companies partially meet legal requirements, and do not adequately provide corporate commitment and sufficient resources that will sustain the work environments. This gap triggered the researcher to investigate occupational health and safety management system compliance in Padank resources Nigeria limited in Rivers State, Nigeria. The company is a front-line indigenous oil and gas service provider that came into existence in 2012. It majors in chemical treatment of crude oil and gas, spill control, environmental services, structural upgrade-blasting and painting, pipeline pigging and corrosion control and general services and procurement.

Research Questions

1. What is the extent of OHSMS safety inspection compliance in Padank resources Nigeria limited in Rivers State, Nigeria?
2. What is the extent of OHSMS training programme compliance in Padank resources Nigeria limited in Rivers State, Nigeria?
3. What is the extent of OHSMS emergency response plan compliance in Padank resources Nigeria limited in Rivers State, Nigeria?

4. What is the extent of OHSMS regulations compliance in Padank resources Nigeria limited in Rivers State, Nigeria?
5. What is the extent of OHSMS risk assessment compliance in Padank resources Nigeria limited in Rivers State, Nigeria?
6. What is the extent of OHSMS performance review and audit compliance in Padank resources Nigeria limited in Rivers State, Nigeria?

Methodology

The study adopted descriptive survey research design. Population comprised all 832 employees of Padank resources Nigeria limited. Proportionate sampling technique was used to select 416 respondents from the total population of employees in the company. This formed 50% of the company’s employees. A self-developed research instrument tagged “Occupational Health and Safety Management System Compliance Scale” (OHSMSCS) was used for data collection. The research instrument elicits information on variables that were captured in the research questions which guided the study. The instrument was designed on modified four-point Likert rating scale with numerical rating of responses as Very High Extent (VHE) = 4, High Extent (HE) = 3, Low Extent (LE) = 2 and Very Low Extent (VLE) = 1. The instrument was subjected to construct, content and face validation by two experts in the area of occupational health and safety management. Thereafter, Cronbach alpha statistics was used to determine the reliability of the instrument having administered it to 20 respondents outside the sample size of the study. A reliability index of .76 was obtained which made the instrument a working document. However, completed and retrieved 414 copies of questionnaire were analyzed using frequency count, percentage, and mean statistics.

Results

Research question 1: What is the extent of OHSMS safety inspection compliance in Padank resources Nigeria limited in Rivers State, Nigeria?

Table 1: Mean Analysis Showing the Extent of OHSMS Safety Inspection Compliance in Padank Resources Nigeria Limited in Rivers State, Nigeria

S/N	ITEMS	VHE	HE	LE	VLE	Mean	Decision
	OHSMS Safety Inspection and Compliance						
1	My company inspects the electrical connections periodically	313 (75.6%)	70 (16.9%)	3 (0.7%)	28 (6.8%)	3.61	Very High Extent
2	My company always check the functionality of the fire alarm	352 (85%)	41 (9.9%)	1 (0.24)	20 (4.9%)	3.75	Very High Extent
3	My company makes sure that the fire extinguishers are not out of use	297 (71.7%)	101 (24.4%)	8 (1.9%)	8 (2%)	3.66	Very High Extent
4	My company inspects the first aid room periodically	3 (0.8%)	40 (9.7%)	91 (21.9%)	280 (67.6%)	1.43	Very Low Extent
5	The ambulance vehicles are always on check for emergency readiness	45 (11.1%)	16 (3.9%)	100 (24.2%)	253 (61.1%)	1.64	Very Low Extent
Grand mean						2.82	

Table 1 revealed that items with serial numbers 1, 2, and 3 have their various mean values above the criterion mean value of 2.50 and were agreed by the respondents to a very high extent as OHSMS safety inspection compliance in indigenous oil and gas companies in Rivers State, Nigeria. Based on inspection of companies,

75.6% of the respondents ticked that their company adhere to a very high extent, 16.9% of the respondents were to a high extent, 0.7% were to a low extent and 6.8% were to a very low extent. 85% stipulated that their company always check the functionality of the fire alarm to a very high extent, 9.9% was to a high extent, 0.24% was to a low extent and 4.9% was to a very low extent. On the same hand, 71.7% responded that their company makes sure that the fire extinguishers are not out of use, 24.4% were to a high extent, 1.9% were to a low extent and 2% were to a very low extent. It was equally revealed that items 4 and 5 have their mean values below the criterion mean value of 2.50 due to the fact that the respondents disagreed to a very low extent on OHSMS safety inspection compliance in indigenous oil and gas companies in Rivers State, Nigeria. Based on this, 0.8% of the respondents said to a very high extent their company inspects the first aid room periodically, 9.7% were to a high extent, 21.9% were to a low extent, and 67.6% were to a very low extent. On the same vein, 11.1% of the respondents agreed to a very high extent that the ambulance vehicles are always on check for emergency readiness, 3.9% were to a high extent, 24.2% were to a low extent while 61.1% were to a very low extent.

Research question 2: What is the extent of OHSMS training programme compliance in Padank resources Nigeria limited in Rivers State, Nigeria?

Table 2: Mean Analysis Showing the Extent of OHSMS Training Programme Compliance in Padank Resources Nigeria Limited in Rivers State, Nigeria

OHSMS Training Programme and Compliance	VHE	HE	LE	VLE	Mean	Decision
6 Employees are provided with adequate training to understand proper working methods	319 (77.5%)	56 (13.5%)	9 (2.1%)	30 (7.2%)	3.60	Very High Extent
7 My company educate employees about a healthy work-style and lifestyle	289 (69.8%)	80 (19.3%)	41 (9.9%)	4 (1%)	3.58	Very High Extent
8 Information about safety and health provisions or outcome are exposed to employees during training	188 (45.4%)	175 (42.3%)	1 (0.24%)	50 (12.1%)	3.21	Very High Extent
9 Relevant laws and regulations of OHSMS are explained during training	65 (15.7%)	51 (12.3%)	76 (18.4%)	222 (53.6%)	1.90	Very low Extent
Grand mean					3.07	

Table 2 revealed that items 6, 7, and 8 have their various mean values above the criterion mean value of 2.50 and were agreed by the respondents to a very high extent as OHSMS training programme compliance in indigenous oil and gas companies in Rivers State, Nigeria. Based on training programme of the companies, 77.5% of the respondents said to a very high extent employees are provided with adequate training to understand proper working methods, 13.5% of the respondents were to a high extent, 2.1% were to a low extent and 7.2% were to a very low extent. 69.8% admitted that their company educate employees about a healthy work-style and lifestyle to a very high extent, 19.3% was to a high extent, 9.9% was to a low extent and 1% was to a very low extent. 45.4% said to a very high extent information about safety and health provisions or outcome are exposed to employees during training, 42.3% of the respondents were to a high extent, 0.24% were to a low extent and 12.1% were to a very low extent. On the contrary, item 9 have its mean value below the criterion mean value of 2.50 which showed that to a very high extent relevant laws and

regulations of OHSMS are not explained during training of oil and gas companies in Rivers State, Nigeria as this have higher proportion of the percentages (18.4% and 53.6%).

Research question 3: What is the extent of OHSMS emergency response plan compliance in Padank resources Nigeria limited in Rivers State, Nigeria?

Table 3: Mean Analysis Showing the Extent of OHSMS Emergency Response Plan Compliance in Padank Resources Nigeria Limited in Rivers State, Nigeria

OHSMS Emergency Response Plan and Compliance		VHE	HE	LE	VLE	Mean	Decision
10	My company has fire alarm	301 (72.7%)	73 (17.6%)	3 (0.72%)	37 (8.9%)	3.54	Very High Extent
11	There are fire extinguishers in my company	297 (71.7%)	85 (20.5%)	12 (2.9%)	20 (4.8%)	3.59	Very High Extent
12	There are evacuation routes in my company in case of any emergency	24 (5.8%)	20 (4.8%)	233 (56%)	137 (33%)	1.83	Very Low Extent
13	There is first aid room in my company in case of emergency	209 (50.4%)	104 (25%)	21 (5.1%)	80 (19%)	3.07	Very High Extent
14	There are ambulance services in case of any emergency	90 (23%)	35 (8%)	121 (29%)	168 (40%)	2.11	Very High Extent
Grand mean						2.83	

Table 4.12 revealed that items with serial numbers 10, 11 and 13 have their various mean values above the criterion mean value of 2.50 and were agreed by the respondents to a very high extent as OHSMS emergency response plan compliance in indigenous oil and gas companies in Rivers State, Nigeria. The emergency response plan compliance are provision of fire alarm, fire extinguisher and first aid room in case of emergencies. Based on provision of fire alarm (72.7% agreed to a VHE, 17.6% to a HE, 0.7% to LE and 8.9% to VLE); fire extinguisher (71.7% agreed to a VHE, 20.5% to a HE, 2.9% to LE and 4.8% to VLE) and first aid room (50.4% agreed to a VHE, 25% to a HE, 5.1% to LE and 19% to VLE). On the contrary, item with serial number 12 and 14 have mean values below the criterion mean value of 2.50 and was agreed to a very low extent by the respondents on the OHSMS emergency response plan compliance in indigenous oil and gas companies in Rivers State, Nigeria

Research question 4: What is the extent of OHSMS regulations compliance in Padank resources Nigeria limited in Rivers State, Nigeria?

Table 4: Mean Analysis Showing the Extent of OHSMS Regulations Compliance in Padank Resources Nigeria Limited in Rivers State, Nigeria

OHSMS Regulations and Compliance		VHE	HE	LE	VLE	Mean	Decision
15	My company comply to OHSMS regulations as standalone steps for improving OHSMS	189 (45.7%)	140 (34%)	4 (0.7%)	81 (19.6%)	3.06	Very High Extent
16	My company adequately comply to the formulated regulations	67 (16.2%)	56 (13.5%)	88 (21.3)	203 (49%)	1.97	Very Low Extent
17	My company ensure that there are adequate policies that will	199 (48.1%)	156 (38%)	9 (2.2%)	50 (11.7%)	3.22	Very High Extent

	guarantee the safety of employee in the work environment						
18	My company identifies and document OHSMS critical activities	176 (43%)	133 (32%)	50 (12%)	55 (13%)	3.04	Very High Extent
19	My company comply to OHSMS regulations that prevent accidents and ill health in the workplace	211 (51%)	85 (21%)	51 (12%)	67 (16%)	3.06	Very High Extent
Grand mean						2.87	

Table 4 revealed that items with serial numbers 15, 17, 18 and 19 have their various mean values above the criterion mean value of 2.50 and were agreed by the respondents to a very high extent as OHSMS regulations compliance in indigenous oil and gas companies in Rivers State, Nigeria. Based on the OHSMS regulations compliance of the companies, 45.7% of the respondents said to a very high extent there company comply to OHSMS regulations as standalone steps for improving OHSMS, 34% were to a high extent, 0.7% were to a low extent, and 19.6% were to a very low extent. On provision of adequate policies that will guarantee the safety of employee in the work environment, 48.1% responded to a very high extent, 38% were high extent, 2.2% were low extent, and 11.7% were to a very low extent. In the same vein, 43% of the respondents said to a very high extent there companies identifies and document OHSMS critical activities, 32% were high extent, 12% were low extent, and 13% were to a very low extent. 51% of the respondents said to a very high extent there companies comply to OHSMS regulations that prevent accidents and ill health in the workplace, 21% were high extent, 12% were low extent, and 16% were to a very low extent. On the contrary, item with serial number 16 have mean value below the criterion mean value of 2.50 and was agreed to a very low extent by the respondents on OHSMS regulations compliance in indigenous oil and gas companies in Rivers State, Nigeria. As 16.2% of the respondents accepted to a very high extent that companies adequately comply with the formulated regulations, 13.5% were high extent but 21.3% were low extent and 49% were to a very low extent.

Research question 5: What is the extent of OHSMS risk assessment compliance in Padank resources Nigeria limited in Rivers State, Nigeria?

Table 5: Mean Analysis Showing the Extent of OHSMS Risk Assessment Compliance in Padank Resources Nigeria Limited in Rivers State, Nigeria

OHSMS Risk Assessment and Compliance	VHE	HE	LE	VLE	Mean	Decision
20 There exist risk assessment team in my company	229 (55.3%)	101 (24.3%)	80 (19.3%)	4 (1%)	3.34	Very High Extent
21 The risk assessment team walks around the workplace to look at what could reasonably be expected to cause harm	196 (47%)	98 (24%)	65 (16%)	55 (13%)	3.05	Very High Extent
22 Risk assessment expose management to the best way of managing accident occurrence	231 (56%)	87 (21%)	46 (11%)	50 (12%)	3.21	Very High Extent
23 Management implement the results from the risk assessment team	202 (49%)	113 (27%)	45 (11%)	54 (13%)	3.12	Very High Extent

24	Result from the risk assessment is reviewed and updated in my company	188 (45%)	125 (30%)	50 (12%)	51 (13%)	3.09	Very High Extent
Grand mean						3.16	

Table 5 revealed that items with serial numbers 20, 21, 22, 23 and 24 have their various mean values above the criterion mean value of 2.50 and were agreed by the respondents to a very high extent as OHSMS risk assessment compliance in indigenous oil and gas companies in Rivers State, Nigeria. The risk assessment compliance are existence of risk assessment team in my company, the risk assessment team walks around the workplace to look at what could reasonably be expected to cause harm, risk assessment expose management to the best way of managing accident occurrence, management implement the results from the risk assessment team and result from the risk assessment is reviewed and updated in the company. Based on the risk assessment compliance are existence of risk assessment team in the company (55.3% agreed to a very high extent, 24.3% agreed to a high extent, 19.3% agreed to a low extent and 1% agreed to a low extent), the risk assessment team walks around the workplace to look at what could reasonably be expected to cause harm (47% agreed to a very high extent, 24% agreed to a high extent, 16% agreed to a low extent and 13% agreed to a low extent), risk assessment expose management to the best way of managing accident occurrence (56% agreed to a very high extent, 21% agreed to a high extent, 11% agreed to a low extent and 12% agreed to a low extent), management implement the results from the risk assessment team (49% agreed to a very high extent, 27% agreed to a high extent, 11% agreed to a low extent and 13% agreed to a low extent) and result from the risk assessment is reviewed and updated in my company (45% agreed to a very high extent, 30% agreed to a high extent, 12% agreed to a low extent and 13% agreed to a low extent).

Research question 6: What is the extent of OHSMS performance review and audit compliance in Padank resources Nigeria limited in Rivers State, Nigeria?

Table 4.15: Mean Analysis Showing the Extent of OHSMS Performance Review and Audit Compliance in Padank Resources Nigeria Limited in Rivers State, Nigeria

OHSMS Performance Review and Audit and Compliance		VHE	HE	LE	VLE	Mean	Decision
25	Internal auditors are competent	236 (57%)	111 (27%)	12 (2.9%)	55 (13.1%)	3.23	Very High Extent
26	Internal audit process is conducted at planned intervals	212 (51%)	176 (43%)	15 (4%)	11 (2%)	3.42	Very High Extent
27	Internal auditors are thorough	211 (51%)	99 (24%)	41 (10%)	63 (15%)	3.11	Very High Extent
28	Findings and recommendations from audit are effectively implemented within the required time	12 (3%)	35 (8%)	33 (8%)	334 (81%)	1.34	Very High Extent
Grand Mean						2.775	

Table 6 revealed that items with serial numbers 25, 26 and 27 have their various mean values above the criterion mean value of 2.50 and were agreed by the respondents to a very high extent as OHSMS performance review and audit compliance in indigenous oil and gas companies in Rivers State, Nigeria. The performance review and audit compliance are that, internal auditors are competent (57% agreed to a very high extent, 27% agreed to a high extent, 2.9% agreed to a low extent and 13.1% agreed to a low extent), internal audit process is conducted at planned intervals (51% agreed to a very high extent, 43% agreed to a high extent, 4% agreed to a low extent and 2% agreed to a low extent) and internal auditors are thorough

(51% agreed to a very high extent, 24% agreed to a high extent, 10% agreed to a low extent and 15% agreed to a low extent). On the contrary, item with serial number 28 was agreed to a very low extent on performance of review and audit compliance (28% agreed to a very high extent, 8% agreed to a high extent, 8% agreed to a low extent and 81% agreed to a very low extent).

Discussion

The research question which sought to determine the extent of OHSMS safety inspection compliance in indigenous oil and gas companies in Rivers State, Nigeria revealed that to a very high extent, companies inspect the electrical connections periodically, always check the functionality of the fire alarm, and makes sure that the fire extinguishers are not out of use but do not inspect first aid room periodically and also do not always make the ambulances ready for emergencies. This finding corroborates Canadian Centre for Occupational Health and Safety (2015) study which states that the nature of the gas and oil industry demands extra safety precautions to avoid fires, accidents, and damage to the environment because oil and gas products are toxic and dangerous. They are highly flammable, causes health complications to people who inhale the fumes, while contamination from the products is bad for the environment. Further, some by-products of the crude oil increase the deterioration of the metals through corrosion. To minimize the risks and make it safer, it is critical to ensure that all the components of an oil and gas facility are well maintained at all times. Keeping an eye on the entire system may not be practically possible. However, carrying out regular inspections ensures that the equipment is in working condition, while helping to identify defects, leaks or other dangerous situations. In addition, the finding supported Remote Medical International Health and Safety (2017) which asserts that workplace inspection is a planned walkthrough of a workplace or selected areas or locations of a workplace. To this organization, inspections are needed to critically examine all factors (equipment, processes, materials, buildings, procedures) that have the potential to cause injury or illness, and to identify where action is necessary to control hazards.

Without any iota of doubt, it is pertinent to say that a schedule of planned inspections is an essential element of a health and safety programme in which standards are established and compliance monitored.

The research question which sought to identify the extent of OHSMS training programme compliance in indigenous oil and gas companies in Rivers State, Nigeria revealed that to a very high extent, employees are provided with adequate training to understand proper working methods, receive training about a healthy work-style and lifestyle, and exposed to safety and health provisions or outcome but do not learn relevant laws and regulations of OHSMS during training. This finding is in line with Millmore (2017) who says safety training should meet the needs of the workers by spelling out the rules and providing information on potential hazards and how to avoid them. The finding also supports Katz (2017) who asserts that workplace safety training is a process that aims to provide workforce with knowledge and skills to perform their work in a way that is safe for them and their co-workers. This finding supports Brauer (2015) who asserts that occupational health and safety legislation requires employers to adequately train and ensure competence of employees. He said training helps people acquire the skills, knowledge and attitudes to make them competent in the health and safety aspects of their work. He further states that effective employee training will assess training needs and integrate the OHSMS elements into daily operations. With the aforementioned, it is expedient to say that an effective workplace safety plan should include instructions and guidelines to identify hazards, report them, and deal with incidents.

The study equally revealed there are fire alarm, fire extinguishers, and first aid room to a very high extent but to a very low extent, there are no evacuation routes and ambulance services in the indigenous oil and gas companies in Rivers State, Nigeria in case of emergency. The finding corroborate Kaminski (2016) who submitted that an employer must have a response plan for any emergency that may require the rescue or evacuation of workers. He said it is only through appropriate preparedness can the consequences of an

emergency be minimized. He added further that management must identify all material potential emergency situations, assess the risk of such emergencies occurring and document emergency response procedures for preventing and mitigating associated injury or harm.

The finding also revealed that to a very high extent companies comply with OHSMS regulations as standalone steps for improving OHSMS, ensure that there are adequate policies that will guarantee the safety of employee in the work environment, identifies and document OHSMS critical activities but do not adequately comply to the formulated regulations. This finding is in line with Idubor and Osiamoje (2013) who opined that formulated regulations without adequate compliance are as good as to no laws. In addition, they further suggested that lack of strict enforcement of OHSMS regulations encourages non-compliance to OHSMS regulations with resultant increase in injuries and disease burden associated with work. The finding also supports Diugwu, Baba and Egila (2012) who maintained that the failed OSH management system in Nigeria is due to the non-functional OSH regulations and provisions. Adding to the mentioned above, the efficacy and accountability of the Federal Ministry of Labour and Productivity in the enforcement of OSH regulations in Nigeria are evidently questionable and poor (Nnedinma, David, Keith, & Boniface, 2014).

The study also revealed that to a very high extent there is OHSMS risk assessment compliance in indigenous oil and gas companies in Rivers State, Nigeria. This finding affirmed International Labour Organisation (2001) who asserts that the process of evaluating the risks to safety and health arising from hazards at work, forms an integral part of the OHSMS, whereby all hazards are identified and evaluated taking into consideration existing control measures. ILO further said the exercise should be carried out by competent persons in the field so as to eliminate or minimize risks at work through tightening of control measures.

The finding revealed that to a very low extent the findings and recommendations from audit are not effectively implemented within the required time in the indigenous oil and gas companies in Rivers State, Nigeria. The finding corroborates Johnston and Frick (2017) whose study asserts that activities and tasks must be conducted according to the procedures and work instructions of the company and that the management of the company must ensure that there are systems in place to verify that the tasks, and activities must be carried out in accordance with these procedures and work instructions. They further said management must include documented and maintained procedures to monitor the implementation of the OHSMS (proactive e.g. progress on close out of audit action items) and workplace performance (reactive statistics e.g. incidents, deviations) on a regular basis.

Conclusion

Given the hazardous nature of the oil and gas company, the need for compliance with efficient OHSMS is important for improving safety, productivity, competitive advantage, accident and fatality reduction and above all the consequences of tarnished images of the company and that of the country at large. OHSMS not only provides a systematic and synchronized proactive approach to managing occupational health and safety risks, but also helps in defining strategies for implementing control actions, performance substantiation, resource mapping and competency management. Moreover it also helps in enhancing company's brand image in today's competitive scenario.

Recommendations

The following recommendations were made based on findings of the study.

1. Safety inspections should be conducted in the workplace at regular intervals so that changes in operations or procedures will be properly scrutinised in order to identify any trends relating to workplace incidents.

2. Training programmes that will specify the relevant laws and regulations of OHSMS must always be conducted so that management and employees will understand the importance of establishing safe working procedures and how to do so.
3. Management should provide evacuation routes and adequate ambulance services in their companies in case of emergencies so as to ensure the safety of the workforce.
4. There should be effectiveness and accountability in the compliance of OHSMS rules and regulations in the oil and gas workplace.
5. There should be continuous training for all those involved in the risk assessment exercise to ensure that proper risk assessment is carried out to provide a decent, safer and healthier workplace for everyone.
6. Priority should be given to procedures for feedback on audit findings to those responsible and a tracking system for verification of the recommended corrective actions must be included.

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