



From Provident Roots to Modern Social Protection:



The NSITF's Journey and Seun Faleye's Reformist Vision

Foundations: A Modest Provident Beginning

The story of Nigeria's Social Insurance Trust Fund (NSITF) traces back to 1961 with the establishment of the National Provident Fund (NPF). Conceived as a defined-contribution savings plan, the NPF catered to private-sector employees who were excluded from the pension system, foreign expatriates, casual labourers, and others. The scheme mandated equal 4 monthly contributions from both employee and employer, creating a modest but crucial mechanism for social protection.

Despite its altruistic beginnings, the NPF soon faced mounting challenges. Poor record-keeping and low levels of compliance compromised its effectiveness. Recognizing the fund's weaknesses, the government acted: the 1988 Privatisation & Commercialisation Act provided the foundation for restructuring, and by 1993, the NPF had evolved into the NSITF. This transformation brought a shift from a savings-focused model to a defined-benefit framework, with contributions rising steadily, eventually reaching 10% of salary, to broaden protection beyond retirement to include invalidity, survivors' benefits, and emigration support.

A Broader Mandate: From Pensions to Compensation

The NSITF's role continued to evolve in the early 2000s. The sweeping Pension Reform Act of 2004 recalibrated Nigeria's social security architecture, transferring 60 billion worth of pension assets from NSITF to TrustFund Pensions Plc and positioning NSITF as the custodian of the embryonic social welfare space.

Oluwaseun Mayomi Faleye
Managing Director - Nigeria Social
Insurance Trust Fund (NSITF)



A key milestone arrived with the Employees' Compensation Act of 2010. Driven by the recognition of critical gaps in worker protection and with NSITF's advocacy, the Act which became effective July 2011, created an Employee Compensation Scheme (ECS). The ECS required employers to contribute 1% of their payroll to insure workers against workplace injuries, occupational diseases, death, and disability.

Once mostly administrative, NSITF swiftly thrust itself into frontline service with registration systems, employer and employee enrolments, claim management, and compliance monitoring becoming its core business.

Scaling Up: Digitisation and Institutional Strengthening

Between 2011 and 2023, NSITF experienced significant growth and institutional improvement, even before Seun Faleye assumed leadership. Some notable achievements include:

- **Registration & Coverage:** By mid-2023, the Fund had enrolled roughly 142,500 employers and 7.4 million employees.
- **Claim Payouts:** The ECS responded to more than 99,000 claims, including overseas treatments and artificial limbs, with disbursements totalling about 6.6 billion.
- **Revenue Mobilization:** Contributions brought in over 257.6 billion across twelve years.
- **Tech Integration:** NSITF launched "Ec4," a digital platform that enabled online registration, compliance checks, and e-claims submission. By June 2022, full e-NSITF operations were approved, ushering in a complete digital ecosystem for contributions, claims, and tracking, significantly reducing leakage and delays.
- **Institutional Growth:** Starting with fewer than 100 staff in 2009, the Fund expanded to over 4,000 employees by 2014. Branch networks also grew, with 49 state offices and 11 regional centres

established. The combination of enhanced manpower and increased automation shrank claim-processing time from roughly a month to two weeks, enabling early benefit payouts (e.g., 315 million to 1,400 claimants in 2011–2012).

This groundwork, comprising physical infrastructure, digital systems, and regulatory backing, set the stage for transformative leadership and fresh ambition.

A Transformational Season: Seun Faleye at the Helm (July 2024–Present)

On July 13, 2024, President Bola Tinubu appointed Barrister Oluwaseun (Seun) Faleye as Managing Director of NSITF. His credentials including legal training at Harvard, London, Liverpool, and extensive finance sector experience, signalled ambition and reform. From day one, Faleye declared a mission: "Repositioning and restructuring the NSITF is not just a mandate; it's a necessity".

His strategy revolves around five key pillars:

1. Workforce Empowerment & Internal Reform

- **People-first philosophy:** Faleye launched welfare-enhancing initiatives, resolving lingering promotion and salary arrears, while boosting staff morale and retention, and building the institutional muscle required for effective reform.
- **Skill development:** Partnering with the Digital Bridge Institute, the Fund is enhancing staff digital literacy and cutting-edge service delivery capabilities.
- **Anti-corruption boost:** In collaboration with the Independent Corrupt Practices Commission (ICPC), NSITF strengthened governance systems and pursued integrity in fund management.

2. Full-Scale Digital Transformation

- **E-system rollout:** Faleye accelerated the full e-NSITF initiative, enhancing EC4, claims automation, and digital registration. In 2024 alone, 22,350 claims were processed, the Fund's highest ever.
- **Transparency enhancements:** Systems now track real-time contributions and eliminate bottlenecks, restoring trust through visibility and reduced corruption.



3. Broadening Coverage: Formal and Informal

- **Informal economy outreach:** With the informal sector comprising about 85% of Nigeria's workforce, NSITF ramped up onboarding among artisans, market traders, artisans, NYSC members, and police recruits.
- **NYSC & police inclusion:** Faleye personally announced NYSC inclusion in Lagos and the enrolment of the Nigerian Police Force.
- **Media partnership:** Collaborating with the Nigeria Union of Journalists in the FCT enabled public awareness, risk assessments, and simplified registration targeted at informal workers.

4. Occupational Safety & Culture Shift

- **Safety as priority:** NSITF has institutionalized occupational safety, conducting approximately 3,250 workplace safety audits and 808 investigations in 2024, underlining Faleye's commitment.
- **Technological integration:** To augment health and safety, NSITF championed AI, sensors, and machine learning, showcased during World Safety & Health Day events.

5. Stakeholder Engagement & Compliance Endorsement

- **Transparent governance:** Faleye prioritized regular forums among employers, labor unions, government bodies, and legislators, fostering synergy, transparency, and stakeholder alignment.

- **Procurement compliance:** He cemented ECS compliance in federal procurement by linking certificate verification to eligibility for government contracts, driving subscription and institutional accountability.

Momentum & Measurable Outcomes

Faleye's leadership catalysed outputs and outputs alike:

- **Record-breaking claims:** 22,350 claims settled in 2024, supporting families affected by workplace harm.
- **Geographic expansion:** NSITF extended its physical footprint to 62 offices across 13 regions, adding five new branches in 2024.
- **Stakeholder campaigns:** Executed 2,035 awareness drives, 248 follow-up audits, and 3,250 safety inspections, strengthening compliance and worker protection.
- **Enrolment surge:** Employer registration reached 183,528, with 7.6 million employees now under coverage.
- **Safety culture embedding:** Workshops held with OSHA, NLC, NECA; highlighted safety via AI during safety days; risk assessments in both sectors.
- **Informal sector inclusion:** Artisans, NYSC personnel, journalists, and the Nigerian Police Force have begun accessing ECS, and benefit from simplified DFS registration.





Each of these achievements signals a shift from administrative growth to transformative service delivery, and from select coverage to inclusive social insurance.

Social Impact: Nigerian Lives Transformed

- **Lives protected:** Record claim settlements in 2024 means thousands of families supported in their moment of need. Faster payouts restore dignity and reduce hardship.
- **Inclusive reach:** Even Nigeria's informal economy and volunteer NYSC corps now enjoy the safety net. Artisans, traders, and police recruits are no longer invisible.
- **Safe workplaces:** Safety audits, AI-driven initiatives, training, and union partnerships are preventing accidents before they occur.
- **Trust through integrity:** Anti-corruption partnerships and procurement-linked compliance mechanisms boost credibility and reduce fraud.
- **Efficient public service:** Digital systems and motivated staff mean quicker service and improved user experience.
- **Economic reinforcement:** Safer work environments, structured protections, and rapid claims processing strengthen workforce stability and productivity.

Outlook: Sustaining a New Social Protection Paradigm

Looking ahead (2025–2027), Seun Faleye's multi-year goals hint at deeper structural change:

- Full ECS penetration into Nigeria's informal economy and government agencies.
- Complete digital integration, including seamless mobile-based ECS enrolment and claim-tracking.
- Institutional excellence, through ongoing staff development, performance management, and cross-agency collaboration.
- Expansion of OSH frameworks, through AI-powered monitoring and sector-specific safety initiatives.
- Policy evolution, to align NSITF's mandate with economic growth indicators and inform future legislative proposals for worker welfare.

By making digitalization, inclusion, prevention, and

integrity his north star, Faleye is redefining the role of the NSITF, not just as a payer of claims, but as a proactive agent for social security reform.

A Modern Social Safety Net in Motion

From humble beginnings as a provident fund in 1961, through a defined-benefit reorientation in the 1990s, to the digital and delivery-driven ECS era from 2011, the NSITF has come full circle in social security provisioning. Yet, it was Seun Faleye's elevation in 2024 that catalysed its most profound metamorphosis.

By focusing on:

- Strategic staff investment
- Technological modernization
- Coverage for all workers
- A culture of safety
- Transparent governance frameworks

Faleye has turned NSITF into a modern social protection institution that is agile, responsive, and inclusive. Thousands of Nigerians now experience its impact through swift compensation, risk mitigation, and access to systems that protect them from the financial pitfalls of work-related harm.

As the journey continues, the NSITF under Faleye demonstrates the transformative power of leadership rooted in vision, accountability, and compassion thereby transforming policy into palpable benefits in the lives of everyday Nigerians.

