



UDO UDOMA &
BELO-OSAGIE

DID

YOU

KNOW?

IMMIGRATION SPOT CHECKS AND INSPECTIONS



1 Regulation 35 of the Immigration Regulations 2017 (the “Regulations”) provides that an immigration officer may, without a warrant, enter and search any premises he/she reasonably believes that an offence under the Immigration Act 2015 (the “Act”) or the Regulations has been, is being or is about to be committed.

2 Immigration officers in Nigeria are permitted to conduct an inspection of a company's immigration records at any time to confirm that the company is complying with the Act or Regulations.



3 Companies who have non-Nigerian employees must, therefore, ensure they have current, valid and subsisting immigration approvals for their expatriate employees and have been filing all required returns regularly. They must have available for inspection, all current documentation in relation to the expatriate employees including expatriate quota approvals, visa approvals, valid residence permits, e-migrant registration, monthly expatriate quota returns filings on immigrant status and understudy obligations, and evidence of notifications to the Nigerian Immigration Service of all relevant changes in its existing records. Any non-compliance could expose a defaulting company to a fine of up to N5,000,000 (five million Naira).



At Udo Udoma & Belo-Osagie, our Employment and Corporate Immigration team is well placed to provide companies with the necessary guidance and assistance to remain compliant with the provisions of the Act and the Regulations. We would be glad to assist you to conduct an audit of your expatriate employment approval documentation to ensure you are compliant with the provisions of Nigerian law. Email us at el@uubo.org.

This publication has been authored by the Employment Law team of Udo Udoma & Belo-Osagie. For more information about our Employment Law offerings, please visit our website at www.uubo.org or email us at el@uubo.org.

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