



Human Resources and
Social Development

وزارة الصحة
Ministry of Health



Procedural Manual

for the Decree on Saudization of Dental Medicine Profession

Issued by Ministerial resolution No. 103107 dated 26/01/2025 AD.



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1. Introduction and Purpose

"In pursuit of its commitment to fostering a productive, stable, and stimulating employment environment for Saudi nationals across the Kingdom, and in collaboration with the Ministry of Health, the Ministry of Human Resources and Social Development seeks to enhance citizen participation in the labor market. Pursuant to Ministerial Resolution No. 103107, dated 26/01/2025, regarding the approval of updates to the Procedural Manual for dental professions, the implementation of Saudization rates for these professions, and the establishment of a minimum wage in accordance with the defined job titles and criteria set forth in the manual, Saudization shall be enforced in two phases: 45% effective from 27/07/2025 and 55% effective from 27/01/2026.

The Decree considers the labor market conditions in the targeted professions and activities, as well as the number of job seekers among graduates of relevant specializations. It also considers current students in related fields who are expected to enter the labor market in the coming years. Additionally, the decision reflects an assessment of the private sector's capacity to absorb national talent in professional specializations.

This manual has been developed to clarify all details of the Saudization decision for the targeted professions, including the prescribed percentages, the scope of application, the targeted professions, and the mechanism for calculating the percentage for employees. It also outlines the penalties and explains the support programs provided by the Human Resources system and specialized entities to assist the private sector in implementing the decision. Additionally, it includes answers to the most frequently asked questions.

2. Definitions

Saudization Decree	This refers to Ministerial Resolution No. 103107, issued by His Excellency the Minister of Human Resources and Social Development on 26/01/2025, concerning the implementation of the Saudization rate for dental professions in the private sector.
Saudization Percentage	It is the mandated Saudization rate for dental professions in accordance with the calculation mechanism specified in this manual.
Establishment:	Any project managed by a natural or legal person who employs one or more workers in return for a wage of any kind.
Dental Profession	These are all professions classified as dental professions under the Saudi Standard Classification of Occupations and targeted for Saudization by the Ministry of Human Resources and Social Development, as detailed in this manual.
Enforcement Period	The period in which an establishment shall enforce the Decree; otherwise, the establishment shall face legal actions and penalties in case of noncompliance with the percentage of Saudization of the medical professions. (See Procedures and Penalties).
Grace period	It is the period between the date of publishing the Ministerial Decree and the date of the Decree enforcement. During such period an establishment may do its best for rectifying its status.
Support & Employment	Means the support and employment programs provided by the Human Resources Development system to stimulate and support the sector.

3. General conditions of the Decree on Saudization

3.1 Imposed Percentage

The Saudization Decree applies to all targeted dental professions listed in Table No. (1), in accordance with the percentages specified below.

Saudization Phases	Required Percentage	Date of Application
Phase 1:	45%	27/07/2025 AD
Phase 2:	55%	27/01/2026 AD

The Saudization rate shall also be applied to all employees currently working in dental professions.

3.2 Scope of Application of the Resolution

This Decree applies to all private sector establishments operating in the Saudi market that employ three or more workers in the specified dental professions. If certain professions have been targeted in previous or future resolutions with different Saudization rates in alignment with labor market changes and needs, the higher Saudization rate shall apply.

3.3 Minimum Wage for Inclusion in Saudization Calculation

For a Saudi employee to be counted toward the mandated Saudization percentage, their registered monthly wage with the General Organization for Social Insurance (GOSI) (the contributory wage) must not be less than 9,000 SAR. A Saudi employee working in the specified professions who earns less than this amount will not be included in the Saudization calculation under this resolution.

3.4 Professional Accreditation

The dentist shall obtain professional accreditation from the Saudi Commission for Health Specialties in accordance with the provisions of the Law of Practicing Health care Professions and Health law implementing Regulation. Unaccredited dentists shall not be counted among the imposed Saudization percentage.

3.5 Targeted professions

The Decree applies to all targeted professions listed in Table 1.

Table 1: Dental Profession

Occupation code	Occupation Name	Occupation code	Occupation Name
226105	Public Health Dentist	226102	Oral and Maxillofacial Surgeon
226103	Oral and Maxillofacial Surgeon	2313041	Consultant Dentist
226108	Orthodontist and Dentofacial Orthopedist	2313031	General Dental Public Health Specialist
226104	Endodontist	226109	Dental Anesthesiologist
226101	General dentist	226106	Pediatric Dentist
226107	Family Dentist	2313061	General health dentist consultant
2313021	Oral and Dental Surgery Specialist	2313071	Orthodontic Specialist
2313101	Prosthodontic Specialist	2313051	Consultant in Oral and Dental Surgery
2313091	Pediatric Dentistry Specialist	2421251	Professor of Dentistry
2313111	Periodontics Specialist	2313011	General dentist

3.6 Mechanism for Saudization Percentage Calculation

The Decree applies to all professions classified as dental professions according to the professional classification approved by the Ministry of Human Resources and Social Development, as listed in Table 1.

The following table provides an example of the calculation method, where the result of the percentage calculation is rounded 0.5 up to 1.

Classification	Number of employees in the establishment																		
	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
Employees in the Establishment Dentists																			
Saudis (45%)	1	2	2	3	3	4	4	5	5	5	6	6	7	7	8	8	9	9	9
Employees in the Establishment Dentists	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40
Saudis (45%)	10	10	11	11	12	12	13	13	14	14	14	15	15	16	16	17	17	18	18

Classification	Number of employee in the establishment																		
	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
Employees in the Establishment Dentists																			
Saudis (55%)	2	2	3	3	4	4	5	6	6	7	7	8	8	9	9	10	10	11	12
Employees in the Establishment Dentists	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40
Saudis (55%)	12	13	13	14	14	15	15	16	17	17	18	18	19	19	20	20	21	21	22

Example: (A) Establishment, total number of employees: (55) (55)

The number of employees in the establishment in various departments, professions and specializations:

Profession	nurse	Dermatologist	General physician	Dentist	Cleaner	Receptionist
Employees	25	3	2	15	5	5

The number of dentists in various specialties = 15 dentists:

Profession	General dentist	Orthodontic Specialist	Family Dentist	Dentist Consultant
Saudis	1	0	1	0
Non-Saudi	4	3	3	3

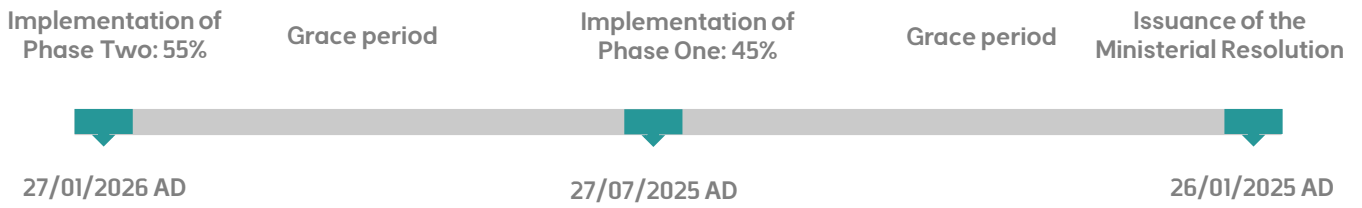
Applying (% 45) on the establishment for dental professions, Table (3):

The total number of Saudi dentists in the establishment	2 dentists
The total number of the Non-Saudi dentists in the establishment	13 Dentists
The total number of dentists in the establishment	15 Dentists
Applying the Saudization percentage of (45%)	(Total number of dentists * Saudization percentage) (15 x 45%) = 6.75
Rounding to the nearest integer	7
Required by the establishment	The establishment currently employs two (2) Saudi dentists; therefore, it must replace five (5) non-Saudi dentists with Saudi dentists, bringing the total to seven (7) Saudi dentists out of fifteen (15) dentists during the grace period to comply with the required Saudization percentage for dental professions in the establishment.

* The equation has been applied based on the principle of replacement. If additional Saudi employees are hired in addition to the existing workforce (both Saudi and non-Saudi), the calculation shall be re-evaluated to ensure compliance with the mandated percentage.

3.7 Date of Decree Enforcement and grace period

The grace period is the timeframe granted to the establishment to achieve the targeted Saudization percentages, allowing it to meet the specified objectives. Upon the expiration of this period, the penalties stipulated in this manual, in addition to the statutory penalties, will be imposed on all establishments that fail to comply with the required Saudization percentage.



4. Support and Employment Programs

A package of incentives and support measures will be provided to assist private sector establishments in employing Saudis in dental professions. These packages include the following:

1. Support of attraction and headhunting process.
2. Support of required training and qualification process.
3. Support of employment and job stability.
4. Making good use of all supporting localization programs available in the system.

5. Mechanism for implementing penalties and Legal Actions

In the event that an establishment fails to comply with the required Saudization percentage or assigns any of the tasks of the Saudized professions to a non-Saudi worker—whether directly or indirectly—under any other job title, the penalties for Saudization violations stipulated in Ministerial Resolution No. 75913, dated 19/05/1445 AH, and Ministerial Resolution No. 44558, dated 03/04/1446 AH, shall be enforced, taking into account any subsequent amendments.

6. FAQs

Is the resolution of localizing professions applied in parallel with Nitaqat?

Yes, the Saudization Decree applies to the targeted professions within the establishment. The penalties stipulated by law are enforced regardless of the establishment's category in the Nitaqat program. The establishment's category does not impact the calculation of the Saudization percentage for dental professions.

Shall the Decree apply to only the job titles or the actual work?

The Decree shall apply to the title job and the actual work.

Will the Saudization percentage for the targeted professions be adjusted in the future?

The Ministry of Human Resources and Social Development is committed to reducing the unemployment rate and contributing to the provision of suitable job opportunities for citizens through various initiatives. To achieve this, the Ministry periodically reviews the required Saudization percentages by assessing the number of graduates and job seekers, as well as the market's capacity and absorption potential, to ensure the seamless integration of graduates into the labor market.

Is it possible to benefit from the services of the Ministry of Human Resources and Development during the grace period?

Yes, it is possible to benefit from the Ministry's services during the grace period, even if the required Saudization percentage for dental professions has not yet been met.

