



Human Resources and
Social Development

وزارة الصحة
Ministry of Health



Procedural Manual

for the Saudization Decree of Pharmacy Professions

Issued by Ministerial resolution No. 103111 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. 103111, dated 26/01/2025, regarding the approval of updates to the Procedural Manual for pharmacy professions and the implementation of Saudization percentages for these professions, as well as the establishment of a minimum wage in accordance with the defined job titles and professional requirements set forth in the manual, the Saudization percentages shall be applied as follows: 35% in community pharmacies and medical complexes, 65% in hospital pharmacy activities, and 55% in other pharmacy-related activities. These requirements shall take effect from 27/07/2025.

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 Procedural Manual has been developed to clarify all aspects of the Saudization Decree for the targeted professions. It includes details on the mandated percentages, the targeted activities and professions, the calculation mechanism for employees, and the penalties for non-compliance. Additionally, it outlines the support programs provided by the Human Resources system and specialized entities to assist the private sector in implementing the resolution. The manual also addresses the most frequently asked questions related to its application."

2. Definitions

Saudization Decree	This refers to Ministerial Resolution No. 103111, issued by His Excellency the Minister of Human Resources and Social Development on 26/01/2025, concerning the implementation of the Saudization rate for Pharmacy professions in the private sector.
Saudization Percentage	It is the mandated Saudization rate for Pharmacy 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.
Pharmacy Professions	These are all professions classified as pharmacy 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 Procedural 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 pharmacy professions listed in Table No. (1), in accordance with the percentages specified below.

Activity	Activity Name	Activity code	Required Percentage
Community Pharmacies and Medical Complexes	Pharmacy Activities	477211	35%
	General Medical Complexes	862063	
	Specialized Medical Complexes	862040	
Hospitals	Hospitals	861011	65%
Other Pharmacy-Related Activities Including (pharmaceutical manufacturing plants, pharmaceutical distribution companies, scientific offices, and others).			55%

3.2 Scope of Application of the Decree

This Decree applies to all private sector establishments operating in the Saudi market that employ five (5) or more workers in the pharmacy professions specified in Table (1). 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 7,000 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

A pharmacist must obtain professional accreditation from the Saudi Commission for Health Specialties (SCFHS) in accordance with the Health Professions Practice Law and its Executive Regulations. Pharmacists who are not accredited shall not be counted toward the mandated Saudization percentages.

3.5 Targeted Activities

This applies to all establishments engaged in pharmacy activities that employ five (5) or more workers in the pharmacy professions listed in Table (1), in accordance with the percentages specified for each activity in paragraph (3.1).

3.6 Targeted professions

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

Table 1: Pharmacy Professions

Occupation code	Occupation Name	Occupation code	Occupation Name
2321011	General Drug Specialist	134212	Pharmaceutical Control Manager
2321021	Natural Medicine Specialist	211303	Pharmaceutical Sciences Specialist
2321031	Serum Specialist	213109	Pharmacology Specialist
2321051	Chemical Drug Specialist	213112	Bacteriology Specialist
2321061	Toxicology Specialist	213113	Epidemiology Specialist
2321071	Consultant Pharmacologist	226201	Pharmacist
2321081	Laboratory Sciences Trainer	226202	Clinical Pharmacist
2322011	Pharmacist	223003	Natural Medicine Specialist
2322021	Bacteriology and Pharmacognosy Specialist – Others	242112	Pharmaceutical Management Specialist
2322031	Pharmacy Trainer	243302	Pharmaceutical Product Sales Specialist
134211	Pharmacy Manager	-	-

3.7 Mechanism for Saudization Percentage Calculation

The Decree applies to all professions classified as pharmacy 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 employee in the establishment																
Employees in the Establishment (Community Pharmacy)	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
Saudis (35%)	2	2	2	3	3	4	4	4	5	5	5	6	6	6	7	7	7
Employees in the Establishment (Community Pharmacy)	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
Saudi 35%	8	8	8	9	9	9	10	10	11	11	11	12	12	12	13	13	13

Classification	Number of employee in the establishment																
Employees in the Establishment (Hospitals)	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
Saudis (65%)	3	4	5	5	6	7	7	8	8	9	10	10	11	12	12	13	14
Employees in the Establishment (Hospitals)	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
Saudis (65%)	14	15	16	16	17	18	18	19	20	20	21	21	22	23	23	24	25

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

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

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

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

Total number of pharmacists across various titles = 15 pharmacists:

Profession	Pharmacist	Clinical Pharmacist	Pharmaceutical Management Specialist	Clinical Pharmacist
Saudis	1	0	1	0
Non-Saudi	4	3	3	3

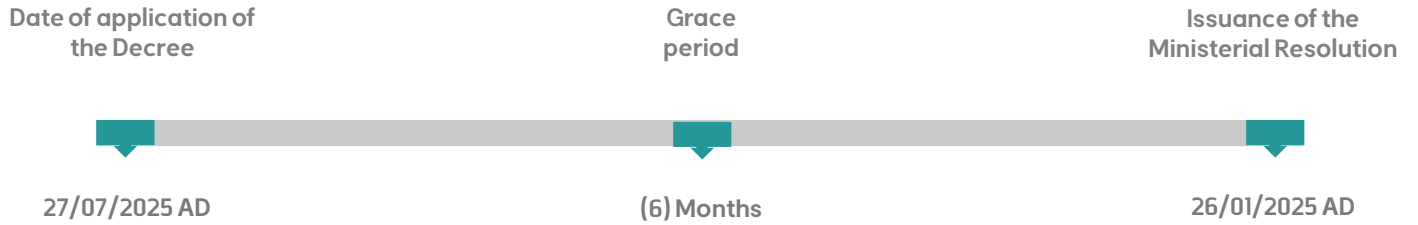
Applying 35% on the establishment for pharmacy professions, Table (3):

The total number of Saudi pharmacist in the establishment	2 Pharmacist
The total number of Non-Saudi pharmacist in the establishment	13 Pharmacist
The total number of pharmacist in the establishment	15 Pharmacist
Applying the Saudization percentage of (45%)	(Total number of pharmacist* Saudization percentage) (15 x 35%) = 5.25
Rounding to the nearest integer	5
Required by the establishment	The establishment currently employs two (2) Saudi pharmacists; therefore, it must replace three (3) non-Saudi pharmacists with Saudi pharmacists, bringing the total to five (5) Saudi pharmacists out of fifteen (15) pharmacists during the grace period to comply with the required Saudization percentage for pharmacy 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.

3.8 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 shall be provided for supporting the private sector establishments in the employment of Saudis in pharmacy professions, including the following programs:

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 pharmacy 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.

What is the calculation mechanism?

Compliance with Saudization percentages is monitored automatically through the system, which applies the calculation based on job titles recorded in the General Organization for Social Insurance (GOSI) database. The system then verifies wages and professional accreditation through technical integration with supervisory authorities. If an establishment fails to comply, penalties will be enforced in accordance with the penalty implementation mechanism and regulatory procedures outlined above.

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 pharmacy professions has not yet been met.

