



Global Immigration alert

October 2024

Saudi Arabia

Saudi Arabia announces higher Saudization rates in four health professions

Executive summary

The Saudi government authorities have announced higher mandatory Saudization rates in four health professions in the private sector, according to an article published by the [Saudi Gazette](#) on 16 October 2024. The revised Saudization rates will come into effect in phases, starting 17 April 2025.

Key developments

The Ministry of Human Resources and Social Development and the Ministry of Health announced revised Saudization rates for the following four professions:

- ▶ Radiology: 65% (up from 60%)
- ▶ Medical laboratory: 70% (up from 60%)
- ▶ Therapeutic nutrition: 80% (up from 60%)
- ▶ Physiotherapy: 80% (up from 60%)

In the first phase, which will come into effect on 17 April 2025, the new Saudization rates will apply to all hospitals and health facilities in the major cities of Al-Khobar, Dammam, Jeddah, Madinah, Makkah and Riyadh and to large health facilities outside these regions. In the second phase, effective 17 October 2025, the revised rates will apply to all other health facilities in the country.

This announcement comes a few months after the Ministry of Human Resources and Social Development [announced](#) increased Saudization targets for private firms that employ engineering professionals.

For the purpose of including a Saudi national in the Saudization rate in the health sector, their [monthly salary](#) registered with the social insurance authorities must be at least SAR 7,000 (approx. USD 1,860) for bachelor's degree holders (i.e., specialists) and at least SAR 5,000 (approx. USD 1,330) for diploma holders (i.e., technicians). Employees earning less than these amounts will not be counted toward the Saudization rate.

Impact on employers

Employers may review their workforce composition and revisit their talent management strategies to comply with the new regulation, which may involve recruiting and retaining more Saudi nationals in the impacted roles.

Key steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.

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