

DENTAL AND REHABILITATION CADRE NEEDS

- For external recruitment
- Prepared 16/04/2026

DENTAL SPECIALISTS	Number needed	BASIC SALARY		MONTHLY ALLOWANCES AS % OF BASIC SALARY
		Entry level	UPPER LEVEL	
Oral & Maxillofacial Surgeon Specialist	12	BWP 449,256 – BWP 467,436 Per annum	BWP 607, 440 per annum	15% Doctors Emergency Call Allowance
Prosthodontics Specialist	6			
Orthodontics Specialist	6			
Oral Pathology Specialist	3			15% Doctors Overtime Allowance
Oral Radiology Specialist	2			
Oral Medicine Specialist	1			
Periodontics Specialist	2			10% Private Practice Allowance
Community Dentist Specialist	31			
General Dentist	46	BWP 255,652 – BWP 282, 120 per annum	BWP 386, 892 – BWP 426, 660) Per annum	40% Scarce Skill Allowance Housing Allowance (P709.00)
Rehabilitation Cadres				
Physiotherapists	44	BWP 156,336 – BWP 185,868 per annum	BWP 386, 892 – BWP 426, 660) Per annum	Housing allowance (P709.00) 15% Scarce skill allowance
Occupational Therapists	26	BWP 156,336 – BWP 185,868 per annum	BWP 386, 892 – BWP 426, 660) Per annum	Housing allowance (P709.00) 15% Scarce skill allowance

Optometrists	9	BWP 156,336 – BWP 185,868 per annum	BWP 386, 892 – BWP 426, 660) Per annum	Housing allowance (P709.00) 15% Scarce skill allowance
Audiologists	15	BWP 156,336 – BWP 185,868 per annum	BWP 386, 892 – BWP 426, 660) Per annum	Basic Salary Housing allowance (P709.00) 30% Scarce skill allowance
Clinical Psychologists	17	BWP 192.588 – BWP 229,104 Per annum	BWP 386, 892 – BWP 426, 660) Per annum	Basic Salary Housing allowance (P709.00) 30% Scarce skill allowance
Prosthetists & Orthotists	6	BWP 156,336 – BWP 185,868 per annum	BWP 386, 892 – BWP 426, 660) Per annum	Basic Salary Housing allowance (P709.00) 40% Scarce skill allowance
Speech & Language Therapists	8	BWP 156,336 – BWP 185,868 per annum	BWP 386, 892 – BWP 426, 660) Per annum	Basic Salary Housing allowance (P709.00) 40% Scarce skill allowance

PREVIOUSLY SUBMITTED NEEDS 3rd March 2026

Medical Specialist	Number Required for Recruitment	Annual Salary	MONTHLY ALLOWANCES AS % OF BASIC SALARY
Obstetrics and Gynaecology	10 more	ENTRY	15% Doctors Emergency Call Allowance 15% Doctors Overtime Allowance 10% Private Practice Allowance 40% Scarce Skill Allowance Housing Allowance (P709.00)
Orthopaedic Surgeons, including arthroplasty surgeons	10 more	BWP 449,256 – BWP 467,436	
Radiologists	At least 10	Per annum	
Haematologists	At least 2		
Urologists	At least 3 more	CEILING	
Emergency Medicine Specialists	At least 10	BWP 607, 440	
Hepatobiliary Surgeons	At least 2	per annum	
Cardiothoracic Surgeons	At least 4		
Neurosurgeons	Additional 4		
Plastic Surgeons	At least 2 more	ENTRY	
Cardiology specialists, Neurology specialists, and Nephrology specialists for both adults and paediatrics	(at least 6 of each)	BWP 449,256 – BWP 467,436	
Ophthalmology subspecialists: Retina, Cornea, Glaucoma, and Oculoplastic Surgery	At least 3 of each	Per annum	
Oncologists	At least 3	CEILING	
ENT SURGEONS	At least 3	BWP 607, 440	
Pulmonologist	At least 3	per annum	