

Rancangan sistem remunerasi staf medis di RSIA Buah Hati Ciputat pada era jaminan kesehatan nasional tahun 2017

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Abstrak

Perubahan kebijakan pemberian jasa medis RSIA Buah Hati Ciputat di era Jaminan Kesehatan Nasional menyebabkan keresahan di kalangan staf medis, oleh karena itu penelitian ini bertujuan menyusun rancangan sistem remunerasi staf medis dengan menggunakan pendekatan kuantitatif dilanjutkan dengan kualitatif. Hasil penelitian menunjukkan bahwa pemberian jasa medis di RSIA Buah Hati Ciputat sudah memenuhi prinsip remunerasi seperti yang diungkapkan oleh 79 % staf medis dan telah meningkatkan kenyamanan kerja bagi staf medis. Besaran gaji pokok staf medis masih lebih rendah daripada ketentuan pemerintah. Tunjangan jabatan belum diberikan kepada semua jabatan struktural yang melibatkan staf medis. Pay for performance diberikan kepada semua staf medis dengan menggunakan sistem persentase, menyebabkan peningkatan jumlah kunjungan laboratorium. Pay for people diberikan hanya pada saat tertentu misal saat baru memulai pelayanan JKN dan cukup efektif untuk meningkatkan jumlah kunjungan pasien JKN rata-rata sebesar 50 %. Nilai pekerjaan staf medis spesialis ditentukan berdasarkan standar yang lazim berlaku di rumah sakit yang memiliki level yang sama. Kesimpulannya adalah penerapan sistem remunerasi di RSIA Buah Hati Ciputat sudah memenuhi prinsip-prinsip remunerasi namun pemberian komponen remunerasi belum sesuai dengan ketentuan pemerintah. Peneliti menyarankan agar RSIA Buah Hati Ciputat dapat melakukan perbaikan sistem remunerasi staf medis yang sesuai dengan peraturan pemerintah, memperbaharui formula penghitungan insentif, menyusun formula baku penghitungan bonus, melakukan survey gaji secara rutin dan melakukan penentuan nilai pekerjaan dengan mengkombinasikan hasil analisis dan evaluasi pekerjaan dengan survey gaji. Kata kunci : prinsip remunerasi, komponen remunerasi, analisis dan evaluasi pekerjaan, survey gaji, penentuan nilai pekerjaan

Changes in the policy of providing medical services RSIA Buah Hati Ciputat in the era of National Health Insurance caused anxiety among the medical staff, therefore this research aims to design the system of remuneration of medical staff by using quantitative approaches followed by qualitative. The results showed that the provision of medical services at RSIA Buah Hati Ciputat has fulfilled the principle of remuneration as revealed by 79% of medical staff and has improved the working comfort for medical staff. The amount of basic medical staff salaries is still lower than the government requirement. Job allowances have not been granted to all structural positions involving medical staff. Pay for performance is given to all medical staff using a percentage system, leading to an increase in the number of laboratory visits. Pay for people is given only at certain times for example when just starting JKN services and effective enough to increase the number of visits JKN patients on average by 50%. The value of the work of a specialist medical staff is determined by standards that are common in hospitals of the same level. The conclusion is that the application of remuneration system at RSIA Buah Hati Ciputat has fulfilled the principles of remuneration but the remuneration component has not been in accordance with government regulation. The researcher suggested that RSIA Buah Hati Ciputat can repair the remuneration system of medical staff in accordance with the government regulation, update incentive calculation formula, prepare the formula of bonus calculation,

conduct salary survey routinely and do the job value determination by combining the result of analysis and job evaluation with survey salary. Keywords: remuneration principle, remuneration component, job analysis and evaluation, salary survey, job value determination