

Analisis Formulasi Kebijakan Program Pengembangan Karier Tenaga Kesehatan Non Aparatur Sipil Negara (Non ASN) Bagi Apoteker

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Abstrak

Derajat kesehatan masyarakat ditentukan oleh kualitas pelayanan kesehatan. WHO menyatakan bahwa 80% keberhasilan pelayanan kesehatan sangat ditentukan oleh kuantitas dan kualitas SDM kesehatan. Berdasarkan Undang-Undang Nomor 36 tahun 2014 tentang Tenaga Kesehatan Pasal 30 ayat (1) menyebutkan bahwa Pengembangan Tenaga Kesehatan diarahkan untuk meningkatkan mutu dan karier Tenaga Kesehatan. Salah satu masalah strategis SDM kesehatan adalah pengembangan karier. Sampai saat ini belum ada regulasi yang mengatur pengembangan karier tenaga kesehatan non ASN khususnya bagi Apoteker, serta belum ada sinkronisasi program pengembangan karier Apoteker yang dimiliki oleh organisasi profesi Apoteker dengan Pemerintah. Penelitian ini menggunakan metode kualitatif terkait proses formulasi kebijakan dan analisis stakeholder. Data yang digunakan adalah data sekunder dari telaah dokumen dan data primer diperoleh dengan wawancara mendalam kepada para informan terpilih. Hasil penelitian menunjukkan seluruh stakeholder mendukung dan berkomitmen pada program pengembangan karier Apoteker. Organisasi profesi Apoteker bersama pemerintah dinilai menjadi aktor yang paling bertanggungjawab dalam pelaksanaan kebijakan ini. Pola yang diharapkan sesuai untuk pengembangan karier tenaga kesehatan non ASN bagi Apoteker adalah melalui sertifikasi kompetensi dan program pendidikan spesialisasi. Namun, Proses interaksi dan advokasi antar stakeholder masih belum maksimal antara pihak regulator dan pihak organisasi profesi, serta pihak user/payer belum banyak tersosialisasi terkait program pengembangan karier tenaga kesehatan non ASN bagi Apoteker. Sehingga, perlu peningkatan koordinasi dan Kerjasama antar stakeholder dan organisasi profesi dapat menginisiasi pembuatan Policy Brief terkait pengembangan karier Apoteker sebagai bentuk advokasi. Kata kunci: Formulasi kebijakan, Pengembangan karier, Apoteker

The level of public health is determined by the quality of public health services. And as stated by WHO, the quantity and quality of health personnel contributing as much as 80% of the success in health services. According to Undang-Undang Nomor 36 tahun 2014 regarding Health Personnel article 1, Health Personnel Improvement is directed to improve the quality and career of Health Personnel. One of the current problems for Health Personnel is the career path / career improvement. There is still no regulation regarding Health Personnel's career development aside from Health Civil Worker, especially for Pharmacist, that also suffer from the lack of synchronization of the career development program between the one from the government and the one from the Pharmacist Organization. Qualitative method is used in the research of the process of formulating the related regulations and stakeholder analysis. Primary data is acquired by doing profound interview with chosen informant, and literature research is used as secondary data. The result shows that all of the interviewed stakeholders are supporting and committing in the Pharmacist's Career Development Program. Pharmacist Organization along with the Government are two of the most important actors regarding the implementation of this program. The competency certification and specialization education program are expected to be the right options for the Pharmacist

Career Development Program. Unfortunately, the interaction, advocacy, and communication process between the stakeholders in Pharmacist Organization and the Government still need improvement, and there are many of the Pharmacist itself that not aware of the career development program. Therefore, improvement in stakeholders' coordination and communication is a must, and the Pharmacist Organization can initiate the formulation of Policy Brief regarding Pharmacist Career Development as advocacy. Key words: Policy formulation, Career development, Pharmacist