

Perlindungan Hukum Keselamatan dan Kesehatan Kerja Pekerja *Outsourcing* Pengelola Linen di Instalasi *Laundry* Rumah Sakit Umum Daerah Sleman

Oleh
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Intisari

Penelitian ini bertujuan untuk mengetahui bentuk perlindungan hukum keselamatan dan kesehatan kerja (K3) yang diberikan terhadap pekerja *outsourcing* pengelola linen di instalasi *laundry* RSUD Sleman dan mengetahui kendala dalam pemberian perlindungan hukum keselamatan dan kesehatan kerja terhadap pekerja *outsourcing* pengelola linen di instalasi *laundry* RSUD Sleman.

Penelitian ini bersifat normatif empiris karena menggunakan data primer dan data sekunder. Data primer diperoleh dari penelitian lapangan di RSUD Sleman dengan metode kuesioner terhadap 6 orang pekerja *outsourcing*, metode wawancara terhadap seorang supervisor CV Aura Petra Jaya, seorang panitia K3, dan seorang penanggung jawab *laundry* di RSUD Sleman, dan metode observasi. Data sekunder diperoleh dari penulisan kepustakaan dengan metode dokumentasi menggunakan studi dokumen terhadap bahan hukum primer, sekunder, dan tersier yang berkaitan dengan perlindungan hukum keselamatan dan kesehatan kerja pekerja *outsourcing* khususnya pengelola linen di instalasi *laundry* rumah sakit

Penelitian menunjukkan bahwa perlindungan yang diberikan pada pekerja *outsourcing* dibagi menjadi perlindungan preventif yakni pembinaan, pemberian alat perlindungan diri (APD), pembentukan Panitia Pembinaan Keselamatan dan Kesehatan Kerja (P2K3), pengikutsertaan pada program BPJS, pemasangan tanda bahaya, penyediaan alat pemadam api, pemberian waktu kerja dan waktu istirahat sesuai ketentuan undang-undang, dan penyediaan pemeriksaan kesehatan. Sementara perlindungan represif dibagi menjadi penyediaan fasilitas pertolongan pertama pada kecelakaan (P3K) dan evaluasi berkala terhadap kecelakaan yang terjadi terhadap pekerja. Kendala dalam pemberian perlindungan keselamatan dan kesehatan kerja dibagi menjadi kendala internal yaitu kurangnya kesadaran para pekerja untuk melaporkan terjadinya kecelakaan kerja dan menggunakan APD. serta kendala eksternal yaitu keterbatasan dana yang dimiliki kedua pihak, manajemen CV Aura Petra Jaya yang kurang tegas dalam membina pekerja, dan pergantian pekerja *outsourcing* sebelum kontrak berakhir.

Kata Kunci : perlindungan hukum, K3, rumah sakit, *outsourcing*, *laundry*

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Legal Protection of Occupational Safety and Health of Outsourced Worker of Linen Management at Laundry Installation in Sleman General Hospital

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Abstract

This research aims to find out the form of legal protection of safety and health of linen outsource worker at laundry installation in Sleman General Hospital which is given to outsourced workers of linen management at laundry installation in Sleman General Hospital and know the obstacle in giving the legal protection of occupational safety and health for outsourced worker of linen management at laundry installation in Sleman General Hospital.

This research uses normative empirical method because its using primary data and secondary data. Primary data was obtained from field research in RSUD Sleman with questionnaire method to 6 outsourced workers, interview method to a supervisor CV Aura Petra Jaya, a K3 committee, and a person in charge of laundry at RSUD Sleman, and observation method. Secondary data obtained from the writing of the literature with documentation method using document studies of primary, secondary, and tertiary legal materials related to the legal protection of occupational safety and health for outsourced worker, especially linen management at laundry installation in RSUD Sleman.

Research shows that the protection provided to outsourced workers is divided into preventive protection: coaching, personal protection equipment (PPE), establishment of P2K3 Committees, participation in BPJS program, danger signs, provision of fire extinguishers, working hours and rest periods in accordance with the provisions of the law, and the provision of medical examinations. While repressive protection is divided into the provision of first aid facilities in accident and periodic evaluations of accidents that occur against workers. Constraints in the provision of occupational safety and health protection is divided into internal constraints, namely the lack of awareness of workers to report the occurrence of accidents and lack of awareness of workers to wear PPE. While the external constraints are limited funds owned by both parties, management company's insecurity in providing coaching to workers, and replacement of outsourced workers by the company before the contract expires.

Keywords: legal protection, K3, hospital, outsourcing, laundry

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