

## ABSTRACT

**Background:** Pandeglang district hospital is C class hospital and the only district hospital that belongs to Pandeglang local government. Now days hospital faced problems related to patient complaints toward facilities in Pandeglang district hospital, especially regarding to specialist doctors' services.

**Objective:** The study aimed to identify local government policy toward medical service tariff and compensation of specialist doctor, to identify specialist doctors' opinion toward compensation they get and to identify their correlation.

**Method:** The study used cross sectional description design. Subjects of the study were hospital director of Pandeglang district hospital and stakeholder in Pandeglang district.

**Result and discussion:** Minimum income that expected by specialist doctor in Pandeglang district hospital is Rp. 5 to 10 million a month. The most income they get from medical service but this is incidental, depends on number of patients and kind of service they done, while the salary is the same. Tariff for specialist doctor in Pandeglang district hospital is too low. The result of interview with respondents show that specialist doctors expect to receive medical service from hospital and other facilities such as district incentive, official house, car, and other. They think that income and compensation they get has not fulfilled their wishes.

**Conclusion and recommendation:** The less of specialist doctors' income from Pandeglang district hospital effects low interest of specialist doctors to work and stay in Pandeglang. These supported by low tariff of medical service that implemented by local government. It is suggested for local government to reconsider policy of local government tariff that should be adjusted to people's capability of Pandeglang District and seek for offering compensation that will be able to attract specialist doctors to work in Pandeglang district hospital.

*Key words:* Specialist doctors, compensation, incentive