

PERLINDUNGAN HUKUM KESELAMATAN DAN KESEHATAN KERJA
PEKERJA *OUTSOURCING CLEANING SERVICE*
DI RSJ PROF. Dr. SOEROJO MAGELANG

Oleh
Herman Sayogo¹, Ari Hernawan²

Intisari

Penelitian ini bertujuan untuk menganalisis bentuk perlindungan hukum keselamatan dan kesehatan kerja pekerja *outsourcing cleaning service* di RSJ Prof. Dr. Soerojo Magelang serta menganalisis hambatan dalam pemberian perlindungan hukum keselamatan dan kesehatan kerja pekerja *outsourcing cleaning service* RSJ Prof. Dr. Soerojo Magelang.

Penelitian ini bersifat normatif empiris dan dipaparkan dengan metode diskriptif analitis. Jenis datanya meliputi data primer dan data sekunder yang dikumpulkan melalui penelitian kepustakaan dan dokumentasi (*library and documentation*) serta penelitian lapangan (*field research*) dengan metode wawancara terhadap Kabag Administrasi Umum RSJ Prof. Dr. Soerojo Magelang, Ketua tim K3RS, Supervisor PT. Sapta Sarana Sejahtera, 5 orang Pekerja *outsourcing cleaning service* dan seorang narasumber dari surveyor (Komite Akreditasi Rumah Sakit) KARS. Data yang terkumpul dianalisa dengan metode kualitatif dan dipaparkan secara diskriptif.

Hasil penelitian menunjukkan bahwa bentuk perlindungan hukum keselamatan dan kesehatan kerja pekerja *outsourcing cleaning service* di RSJ Prof. Dr. Soerojo Magelang sudah mengacu pada Permenkes No. 66 Tahun 2016 tentang K3RS namun belum berjalan secara optimal khususnya dalam pelayanan kesehatan kerja khususnya pelaksanaan pemeriksaan kesehatan kerja dimana pekerja tidak dilakukan pemeriksaan kesehatan, pemberian *ekstra fooding* untuk pekerja *sift* dan pemberian imunisasi sebagaimana pekerja tetap yang ada di RSJ Prof. Dr. Soerojo Magelang. Hambatan Perlindungan Hukum Keselamaan dan Kesehatan Kerja Pekerja *Outsourcing Cleaning Service* di RSJ Prof. Dr. Soerojo Magelang diantaranya SDM dan Pengorganisasian K3RS yang belum sesuai dengan peraturan, tidak dilibatkannya Tim K3RS dalam penyusunan kontrak pemborongan pekerja *outsourcing cleaning service* mengakibatkan hak-hak perlindungan Keselamatan dan Kesehatan Kerja pekerja *outsourcing cleaning service* tidak terpenuhi.

Kata Kunci: perlindungan hukum, keselamatan dan kesehatan kerja, rumah sakit, *cleaning service, outsourcing*

¹ Mahasiswa Program S-2 Magister Ilmu Hukum FH UGM Yogyakarta (sayogo@rsjsoerojo.co.id)

² Dosen Program S-2 Magister Ilmu Hukum FH UGM Yogyakarta

**LEGAL PROTECTION OCCUPATIONAL SAFETY AND HEALTH FOR
OUTSOURCED WORKERS OF CLEANING SERVICE AT PROF. Dr.
SOEROJO MAGELANG MENTAL HOSPITAL**

ABSTRACT

Submitted by:

Herman Sayogo³ and Ari Hernawan⁴

This study aims to analyze the form of occupational safety and health law protection for outsourcing cleaning service workers at Prof. Dr. Soerojo Magelang Mental Hospital and analysis obstacles in the provision of occupational safety and health law protection for outsourcing cleaning service workers at Prof. Dr. Soerojo Magelang Mental Hospital.

This research is empirical normative and presented with descriptive analytical methods. The types of data include Primary Data and Secondary Data collected through library and documentation research and field research with the interview method to the Head of General Administration of Prof. Dr. Soerojo Magelang Mental Hospital, Chair of the K3RS team, Supervisor of PT. Sapta Sarana Sejahtera, 5 outsourced workers of cleaning service and a resource person from the surveyor KARS (Hospital Accreditation Committee). The collected data is analyzed by qualitative methods and described descriptively

The results of the study show that the form of occupational safety and health law protection for outsourcing cleaning service workers at the Prof. Dr. Soerojo Magelang Mental Hospital has referred to Minister of Health Regulation No. 66 of 2016 concerning K3RS but has not run optimally especially in occupational health services, especially the implementation of occupational health checks where workers are not subjected to health checks, extra fooding and immunization as permanent workers in Prof. Dr. Soerojo Magelang Mental Hospital. Obstacles to Health and Legal Protection for Workers Outsourcing Cleaning Service at the Prof. Dr. Soerojo Magelang Mental Hospital including HR and Organizing K3RS that are not yet in accordance with the regulations, are not involved in the K3RS Team in the preparation of contracts for outsourcing workers cleaning services resulting in protection rights of Occupational Health and Safety outsourcing cleaning service workers are not fulfilled.

Keywords: legal protection, occupational Health and Safety, hospital, cleaning service, outsourcing,

³ The Student student of Magister of Law Faculty Gadjah Mada University, Yogyakarta

⁴ Lecturer law Faculty Gadjah Mada University, Yogyakarta