

INTISARI

Latar Belakang: COVID-19 merupakan etiologi baru dan belum ditemukan terapi definitifnya, sehingga peningkatan jumlah pasien baru masih dapat terjadi terus menerus. Salah satu komponen penanganan tanggap bencana yang efektif untuk menghadapi *surge capacity* dalam bidang kesehatan di Rumah Sakit (RS) rujukan Kalimantan Barat adalah dengan memastikan kecukupan jumlah sumber daya manusia (SDM) Tenaga Kesehatan. Untuk itu RS rujukan harus memiliki tata kelola manajemen kesehatan yang efektif dan efisien, hal ini merupakan tantangan bagi pemerintah daerah dan Dinas Kesehatan (Dinkes) sebagai regulator kesehatan di pemerintah.

Tujuan: Penelitian ini dilakukan dengan tujuan untuk melakukan evaluasi 3 RS rujukan dan peran Dinkes Provinsi Kalimantan Barat dalam tata kelola SDM Tenaga Kesehatan dalam menghadapi *surge capacity* akibat pandemi COVID-19.

Metode: Rancangan penelitian ini menggunakan *Rapid Assessment Procedures* dengan metode kualitatif & kuantitatif, pengumpulan data dilakukan dengan cara observasi dan wawancara dengan menggunakan instrumen yang diadopsi dari *WHO Hospital Readiness Checklist for COVID-19*.

Hasil: Analisis *Checklist* pada 3 RS rujukan di Provinsi Kalimantan Barat menunjukkan bahwa 51,1 % RS rujukan telah melaksanakan manajemen SDM dalam ketersediaan staf. Kesiapan RS Rujukan di Kalimantan Barat dalam menghadapi Lonjakan Kapasitas belum optimal pada beberapa komponen kunci seperti ketersediaan staf, mobilisasi dan rekrutment staf, pembagian tugas staf dan kesejahteraan staf RS selama pandemi COVID-19. Peran Dinkes Provinsi Kalimantan Barat belum optimal pada tata kelola SDM di RS Rujukan, Dinkes Provinsi hanya berperan aktif di awal pandemi COVID-19 khususnya untuk penyediaan tenaga relawan, di tahun kedua pandemi COVID-19, peran Dinkes Provinsi semakin menurun terutama pada komponen ketersediaan staf dan pelatihan di RS Rujukan. Peran Dinkes Provinsi Kalimantan Barat dalam Tata Kelola SDM pada RS Rujukan sangat kecil sebesar 17,78 %. Penyebab dasar dari berbagai kendala ini adalah terbenturnya peran Dinkes Provinsi oleh kebijakan UU 23 tahun 2014 yang membatasi wewenang Dinkes Provinsi hanya pada tipe RS B.

Kesimpulan: : Evaluasi Tata Kelola SDM di Rumah Rujukan Kalimantan Barat serta Evaluasi Peran Dinkes Provinsi Kalimantan Barat dalam Tata Kelola RS Rujukan belum dilaksanakan secara optimal disebabkan berbagai kendala. Pemerintah pusat sebaiknya mengatur kewenangan pada Dinkes Provinsi sebagai leading sektor diseluruh tipe RS Rujukan untuk mengintegrasikan seluruh potensi dan SDM yang dimiliki pemerintah daerah untuk memaksimalkan tata kelola SDM di RS rujukan dalam menghadapi *surge capacity* akibat COVID-19.

Kata Kunci: COVID-19, SDM Tenaga Kesehatan, tata kelola, *surge capacity*.

ABSTRACT

Background: Covid-19 is a new etiology. There has still no definitive therapy found to solve it, so that the increase of new patients can still occur continuously. One of the components of effective disaster response management to deal with surge capacity in the health sector at West Kalimantan referral hospital was to ensure the adequacy of the number of human resources (HR) of health workers. For this reason, referral hospitals was compulsory to have an effective and efficient health management. This might result as a challenge for local governments and the Health Office as health regulators in the government.

Objective: This study was conducted to evaluate three referral hospitals and identify the role of West Kalimantan Provincial Health Office in managing human resources for health workers in facing surge capacity due to the Covid-19 pandemic.

Method: This study used Rapid Assessment Procedures with qualitative and quantitative method. Data were collected through observation and interview by using instruments adopted from the Checklist of WHO Hospital Readiness for Covid-19.

Results: Based on the checklist on three referral hospitals, 51.1% of referral hospitals had implemented HR management in terms of staff availability. However, the readiness of referral hospitals in West Kalimantan to face surge capacity had not been optimal in several key components, such as staff availability, staff mobilization and recruitment, division of staff duties, and hospital staff welfare during the Covid-19 pandemic. The role of the Provincial Health Office had not been optimal in the management of HR at referral hospitals. Evidently, the Provincial Health Office only played an active role at the beginning of the Covid-19 pandemic, especially for the provision of volunteers. Meanwhile, in the second year of the Covid-19 pandemic, the role of the Provincial Health Office had decreased, especially in the component of staff availability and training at the referral hospital. Therefore, the role of the West Kalimantan Provincial Health Office in HR Management at Referral Hospitals was highly not dominant (17.78%).

Conclusion: The evaluation of HR management in West Kalimantan referral hospital and the Role of the West Kalimantan Provincial Health Office in the management of referral hospital had not been carried out optimally due to various obstacles. The central government should regulate the authority of the Provincial Health Office as the leading sector in all types of Referral Hospitals to integrate all potencies and human resources of local governments to maximize HR management in referral hospitals to face surge capacity due to the increased cases of Covid-19.

Keywords: Covid-19, Human Resources for Health Workers, Governance, Surge Capacity.