

ABSTRAK

Latar belakang : Remunerasi telah diberlakukan di rumah sakit badan layanan umum (BLU) dibawah Kementerian Kesehatan. Pelayanan pasien di rumah sakit pendidikan dilakukan oleh staf medik dokter penanggungjawab pelayanan (DPJP) dan peserta program pendidikan dokter spesialis (PPDS). Undang-Undang Pendidikan Kedokteran dan Peraturan Pemerintah tentang Rumah Sakit Pendidikan mengamanatkan pemberian insentif bagi PPDS di rumah sakit pendidikan. Perlu data beban pelayanan staf medik dan PPDS di rumah sakit pendidikan yang dapat digunakan sebagai pertimbangan dalam pemberian *reward* bagi staf medik dan PPDS.

Tujuan:. Mendapatkan gambaran distribusi beban kerja DPJP dan PPDS pada pelayanan pasien yang diberikan pelayanan bersama oleh DPJP dan PPDS. .

Metode: Rancangan penelitian ini adalah studi kasus yang dilakukan melalui observasi langsung dilanjutkan dengan *focus group discussion*.

Hasil dan pembahasan: Didapatkan rerata persentase lama waktu pelayanan DPJP dan pelayanan mandiri PPDS pada kasus OMSK, SKA dan SI di RSCM adalah 30% dan 70%. Pelayanan mandiri PPDS meningkat dengan makin tingginya tahap pendidikan PPDS. Penelitian ini menunjukkan bahwa pelayanan mandiri oleh PPDS merupakan porsi terbesar dalam pelayanan pasien bersama oleh DPJP dan PPDS di Rumah Sakit Pendidikan RSCM, sehingga sangat wajar bila PPDS diberikan insentif dan perlu penyempurnaan sistem penilaian kinerja DPJP di RSCM.

Simpulan dan saran: Rerata persentase lama waktu pelayanan mandiri PPDS pada pasien OMSK, SKA dan SI masing-masing adalah 70%. Semakin tinggi tahap pendidikan PPDS semakin tinggi rerata lama waktu pelayanan mandiri. Pelayanan mandiri PPDS merupakan porsi waktu terbesar pada pelayanan bersama oleh DPJP dan PPDS di RSCM, sehingga sangat wajar bila PPDS diberikan insentif.

Kata kunci: distribusi beban kerja, PPDS, DPJP, remunerasi

ABSTRACT

Background: *Teaching hospitals under the Ministry of Health has implemented remuneration system. Medical services in teaching hospitals are given by the medical staffs as well as the residents. The Medical Education Law and Presidential Decree on The Teaching Hospitals stated that residents in teaching hospitals are to be incentivized. There is a need for data on the medical staffs and residents' workload at teaching hospitals that could be used as consideration in determining the reward or incentives for medical staffs and residents at teaching hospitals.*

Objective: *To understand the pattern of time spent distribution between the medical staffs (physicians in-charge) workload and the residents' workload on shared medical services.*

Methods: *This case study used observation and focus group discussion as the research methodology.*

Result and discussion: *Out of the total time spent for patient care on the shared medical services on cases CSOM, ACS and IS at RSCM, the percentage of time that served by the medical staffs and the residents were 30% and 70%. Moreover, if the results were grouped based on the level of the residency program, it was found that the more senior the residents, the higher the average proportion of the patient care with low supervision. As the results showed that the residents took up the bigger portion of the patient care service with low supervision in RSCM, it is highly reasonable for the residents to be incentivized.*

Conclusion and recommendation. *The percentage of time spent on patient care with low supervision on CSOM, ACS, and IS patients by the residents was 70%. The more senior the residents, the higher the average time they spent on the patient care with low supervision. It is highly reasonable for the residents to be incentivized.*

Key words: *workload distribution, resident, medical staff, remuneration.*