



INTISARI

Latar belakang: Sejak dimulainya program jaminan kesehatan nasional (JKN), kunjungan pasien di rumah sakit mengalami peningkatan. Hal yang sama juga terjadi pada rujukan pasien dengan kasus spesialistik. Terbatasnya kemampuan dokter spesialis dalam menghadapi peningkatan jumlah kasus spesialistik membuat rumah sakit mulai mempertimbangkan tenaga residen dalam membantu memberikan pelayanan medis, terutama di rumah sakit pendidikan. Besarnya peran residen dalam memberikan pelayanan medis di rumah sakit pendidikan perlu mendapatkan perhatian serius terutama berkaitan hak residen mendapatkan remunerasi atas pelayanan medis yang dilakukan sesuai dengan amanat Undang-Undang Nomor 20 Tahun 2013 tentang pendidikan kedokteran.

Tujuan penelitian: Penelitian ini bertujuan untuk mengevaluasi kebijakan pemberian remunerasi atau insentif bagi residen yang melakukan pelayanan medis di RSUD Dr. Moewardi.

Metode penelitian: Penelitian ini merupakan penelitian non eksperimental dengan rancangan studi kasus deskriptif dengan desain kasus tunggal holistik. Penelitian dilakukan di RSUD Dr. Moewardi dan FK UNS selama bulan Januari – Februari 2016 dengan 10 responden sebagai subjek penelitian dan dilakukan dengan metode sampling *purposive*.

Hasil penelitian: Pemberian remunerasi residen yang pernah diterapkan di RSUD Dr. Moewardi sangat tergantung pada sistem *university-based* yang diterapkan FK UNS dalam menyelenggarakan program pendidikan profesi dokter spesialis. Remunerasi residen yang pernah diberikan hanya mencakup insentif dan tidak mengacu pada Undang-Undang Nomor 20 Tahun 2013 tentang pendidikan kedokteran yang mengatur insentif residen. Pemberian insentif residen tersebut memiliki pola yang sama tanpa membedakan jenis spesialisasi dan tingkatan kompetensinya.

Kesimpulan: Pola pemberian insentif yang pernah diterapkan RSUD Dr. Moewardi tidak membedakan insentif berdasarkan jenis spesialisasi maupun tingkatan kompetensinya dan tidak sesuai dengan undang-undang Nomor 20 Tahun 2013 tentang pendidikan kedokteran.

Kata kunci: remunerasi, insentif, residen, rumah sakit pendidikan, pendidikan kedokteran



ABSTRACT

Background: Since the initiative of the universal health coverage (*Jaminan Kesehatan Nasional, or JKN*) era, numbers of patients visit to hospitals have increased. The same thing happened in the advance referral case of patients to specialist physicians. The limited ability and numbers of specialist physicians to face increasing number of specialist referrals lead hospitals to begin considering medical residents as personnel in helping to provide medical services, especially in teaching hospitals. The key role of medical residents in providing medical service in teaching hospital needs to get serious attention, especially related to their rights to get remuneration from the medical services performed as regulated in Government Law No. 20 of 2013 about medical education.

Objectives: This study aims to evaluate the remuneration or incentive policy for medical residents who perform medical services at RSUD Dr. Moewardi Surakarta.

Method: The study designed as non-experimental research in the form of descriptive case study method with single-case (holistic) design. The study was conducted at RSUD Dr. Moewardi and Faculty of Medicine, Universitas Sebelas Maret from January 2016 until February 2016 with 10 respondents as research subjects chosen by using purposive sampling technique.

Results: Remuneration provision system to medical residents that had been implemented by RSUD Dr. Moewardi is highly dependent on university-based system that is applied by Fac. of Medicine UNS which carrying out the specialist physician education program. The system of remuneration provision for medical residents only includes incentives and do not refer to the Government Law No. 20 of 2013 about medical education that regulates the incentive provision to residents. The proportions of incentive provision for the residents were equal regardless of their specialization and level of competence.

Conclusion: The scheme of incentives provision that had been implemented by RSUD Dr. Moewardi did not differentiate incentives based on the types of specialization and levels of competence. In addition, the implementation is also not in accordance with Govt. Law No. 20 of 2013 about medical education.

Keywords: remuneration, incentives, medical residents, teaching hospitals, medical education