

ABSTRAK

Latar belakang: Permasalahan jenis, jumlah, dan distribusi tenaga kesehatan menjadi isu yang belum terpecahkan di tingkat global maupun nasional terutama bagi tenaga spesialisik. Dalam rangka pemerataan akses pelayanan kesehatan, pemerintah mengupayakan penempatan tenaga spesialisik melalui program penempatan dokter spesialis/dokter gigi spesialis sebagai pegawai tidak tetap (PTT) di fasilitas pelayanan kesehatan kriteria terpencil dan sangat terpencil.

Tujuan Penelitian: Menggambarkan pelaksanaan program pengangkatan dokter spesialis/dokter gigi spesialis sebagai pegawai tidak tetap (PTT) di fasilitas pelayanan kesehatan kriteria terpencil dan sangat terpencil.

Metode: Studi dilakukan berdasarkan pendekatan kualitatif dengan mengadopsi evaluasi program model logik untuk menilai proses pelaksanaan program. Subjek penelitian adalah pengelola program terkait dengan pengangkatan dokter spesialis/dokter gigi spesialis di lingkungan Kementerian Kesehatan, pengelola akademik pendidikan dokter di fakultas kedokteran, dokter/dokter gigi spesialis sebagai PTT di fasilitas pelayanan kesehatan kriteria terpencil dan sangat terpencil, dan dokter spesialis/dokter gigi spesialis yang tidak mengikuti PTT. Data dianalisis secara kualitatif.

Hasil : Program pengangkatan dokter spesialis/dokter gigi spesialis sebagai PTT belum sepenuhnya menjawab kebutuhan tenaga spesialisik di daerah terpencil/sangat terpencil. Banyak faktor yang menjadi pertimbangan dokter spesialis/dokter gigi spesialis untuk bersedia bertugas di daerah terpencil/sangat terpencil, antara lain gaji dan insentif, sarana dan prasarana, dan pengembangan karir pasca PTT. Semangat pengabdian dan gambaran pelaksanaan tugas di daerah terpencil belum menjadi bagian dalam kurikulum pendidikan.

Kesimpulan : Untuk saat ini, pemenuhan spesialisik di daerah terpencil/sangat terpencil secara temporer masih merupakan pilihan yang cukup baik. Pengangkatan PTT merupakan salah satu bentuk pemenuhan secara temporer yang masih mungkin dilakukan namun perlu perbaikan regulasi. Di samping itu perlu dipertimbangkan bentuk lain seperti wajib kerja sarjana, *contracting out*, dan sistem *roster on off*.

Kata kunci: evaluasi, pengangkatan, PTT, dokter spesialis/dokter gigi spesialis, terpencil

ABSTRACT

Background: The problem of type, number, and distribution of health workers was an unresolved issue at the global and national level, especially for specialist. In order to equitable access to health services, the government attempt that specialist placement as temporary staff program (PTT) for specialists and dentist specialists that intended for health care facilities remote and very remote criteria.

Objectives: Describe the assignment program implementation for specialists/dentist specialists as temporary staff (PTT) in the health care facilities remote and very remote criteria.

Methods: The study was conducted based on a qualitative approach by adopting a logic model of program evaluation to assess the program implementation process. The research subject was the program managers related to the assisgment of specialists/dentist specialists in the Ministry of Health, the manager of academic medical education in medical college, spesialists/dentist spesialists as PTT in health care facilities remote and very remote criteria, and spesialists/dentist spesialists who did not follow PTT. Data was analysed qualitatively.

Results: Assignment program specialists/dentist specialists as PTT has not fully answer the needs of specialists personnel in remote/very remote. Many factors have to be considered by specialists/dentist specialists who willing to serve in remote/very remote, such as salaries and incentives, facilities and infrastructure, and career development of post PTT. Spirit of service and overview of the job implementation in remote areas was not become part of educational curriculum.

Conclusion: For now, compliance specialist in remote/very remote on a temporary is still a good enough option. Assignment PTT is one form of temporary compliance is still possible but it is necessary regulatory overhaul. In addition to consider other forms such as as required to work, contracting out, and on off roster system.

Keywords: evaluation, assigment, PTT, spesialists/dentist spesialists, remote