

Masalah-masalah tidak berfungsinya komite medik RSUD Harapan Bersama Singkawang = Problems not functioning of medical committee hospital Harapan Bersama Singkawang

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Abstrak

Komite medik berdasarkan PERMENKES Nomor 755/MENKES/PER/IV/2011 merupakan perangkat rumah sakit untuk menerapkan tata kelola klinik (clinical governance) agar staf medis dirumah sakit terjaga profesionalismenya melalui mekanisme kredensial, penjaminan mutu profesi medis, dan pemeliharaan etika dan disiplin profesi medis. RSUD Harapan Bersama Singkawang menetapkan kebijakan tentang komite medik berdasarkan SK direktur RSUHB Nomor:440/RSUHB/186/II/2012. Berdasarkan wawancara awal dengan direktur RSUD Harapan Bersama, didapatkan bahwa komite medik belum melaksanakan tugas dan fungsinya sejak awal pembentukannya pada tahun 2012. Terdapat beberapa kasus sepanjang tahun 2012-2013 yang menggambarkan adanya masalah dalam penerapan tata kelola klinik terutama menyangkut profesionalisme staf medis di rumah sakit. Dalam rangka mengetahui permasalahan dalam pelaksanaan tugas dan fungsi komite medik di RSUD Harapan Bersama maka dilakukan penelitian selama 4 (empat) minggu. Penelitian ini merupakan penelitian kualitatif dengan menganalisa komite medik sebagai suatu sistem. Analisa dilakukan terhadap komponen input, proses, dan output. Pengambilan data dengan melakukan wawancara mendalam terhadap 4 (empat) komponen informan dan penelitian dokumen rumah sakit. Hasil penelitian menunjukkan terdapat permasalahan dalam kewenangan pengambilan keputusan, sosialisasi kebijakan, perbedaan persepsi, budaya organisasi, lemahnya kepemimpinan, dan keterbatasan tenaga medis.

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Medical committee based on PERMENKES No. 755/MENKES/PER/IV/2011 was a hospital devices to implement clinical governance to the medical staff at the hospital. Medical staff maintained their professionalism through mechanisms credentials, secure quality medical profession, and the maintenance of discipline and the ethics of the medical profession. Harapan Bersama Hospital Singkawang establish policies about medical committee based on director SK RSUHB No:440/RSUHB/186/II/2012. Based on the initial interview with the director of Harapan Bersama Hospital, it was found that the medical committee is not performing its duties and functions since its inception in 2012. There are several cases during the year 2012-2013 which describes the problem in the application of clinical governance, especially regarding the professionalism of medical staff at the hospital. In order to find out the problems in the implementation of the duties and functions of the medical committee at Harapan Bersama Hospital research was conducted for 4 (four) weeks. This study is a qualitative study and analyzing the medical committee as a system. Analysis performed on the components of input, processes, and outputs. Data collection was conducted extensive interviews with the four (4) components of informants and research hospital documents. The results showed there were problems in the decision-making authority, policy dissemination, differences in perceptions, organizational culture, lack of leadership, and the limitations of medical personnel.