

Rancangan remunerasi dokter spesialis di Rumah Sakit ABC Jakarta pada era jaminan kesehatan nasional = Remuneration design for medical doctor specialist in ABC Hospital Jakarta in the national health coverage era

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Abstrak

Rumah Sakit ABC Jakarta yang mulai bekerjasama dengan BPJS Kesehatan pada Mei 2017, melihat kebutuhan untuk merekrut dokter spesialis full timer untuk menunjang pelayanan spesialistik pada era JKN. Dengan belum siapnya sistem tunjangan yang baik di Rumah Sakit ABC Jakarta, maka diperlukan adanya suatu rancangan remunerasi sebagai sistem tunjangan dokter spesialis di Rumah Sakit ABC Jakarta pada era JKN. Metode penelitian yang digunakan merupakan kombinasi antara penelitian kuantitatif dan kualitatif dengan menggunakan data primer dan sekunder. Data primer didapat dari wawancara mendalam dan survey, sementara data sekunder diambil dari hasil telaah dokumen. Penelitian ini menghasilkan rancangan sistem remunerasi untuk dokter spesialis yang diadaptasi dari Keputusan Menteri Kesehatan No. 625/Menkes/SK/V/2010 dan Buku Panduan Remunerasi IDI tahun 2016, yang memperhatikan prinsip-prinsip remunerasi serta tiga komponen remunerasi (Pay for Position, Pay for Performance dan Pay for People).

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ABC Hospital Jakarta, which began to have an agreement with BPJS Health Insurance in May 2017, saw the need to recruit full timer specialists to support specialist services in the NHC era. With the absence of a good allowance system at ABC Hospital Jakarta, it was necessary to have a design on remuneration for medical specialist as an allowance system at ABC Hospital Jakarta in the NHC era. The research method used was a combination of quantitative and qualitative study using primary and secondary data. Primary data obtained from in-depth interviews and surveys, while secondary data was taken from the results of document review. This study resulted in the design of a remuneration system for specialists adapted from the Minister of Health Decree No. 625/Menkes/SK/V/2010 and IDI Remuneration Guidebook of 2016, which taken into account the principles of remuneration and three components of remuneration (Pay for Position, Pay for Performance and Pay for People).