

## Pengembangan Komite Medik Rumah Sakit Tugu - Pelabuhan Indonesia II Jakarta = Development Of Medical Staff Organization In Tugu Hospital, Indonesia Port Corporation II, Jakarta

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### Abstrak

Perkembangan Komite Medik rumah sakit di Indonesia didasarkan kepada Keputusan Menteri Kesehatan No.983/Menkes/SK/XI/192 yang bertujuan untuk mempertahankan profesionalisme tenaga medis dan mengembangkan mutu pelayanan rumah sakit di Indonesia. Konsep Komite Medik rumah sakit di Indonesia merupakan adopsi dari Medical Staff Organization rumah sakit di Amerika. Komite Medik bertanggung jawab kepada Direktur rumah sakit dan mempunyai fungsi sebagai berikut : menyusun standar pelayanan dan memantau pelaksanaannya, membina etika profesi, mengatur kewenangan profesi anggota dan mamantau pelaksanaannya, mengembangkan program pelayanan, mengembangkan program pendidikan dan latihan, mengembangkan penelitian dan pengembangan.

Medical Staff Organization rumah sakit di Amerika adalah grup dokter yang berkaitan dengan struktur organisasi dan fungsi khusus organisasi terbentuk dalam jalinan hubungan dokter dengan Governing Body. Medical Staff Organization tidak mengatur diri sendiri dalam arti sebagai badan otonom tetapi bertindak berdiri sendiri dalam arti sebagai pemeliharaan pengendalian dan disiplin. Mereka memilih pimpinannya sendiri dan peraturannya sendiri yang disetujui oleh Governing Body. Medical Staff Organization setingkat dengan Chief Executive Officer dan keduanya bertanggung jawab kepada Governing Body.

Joint Commission on Accreditation of Hospitals menetapkan prinsip dasar organisasi rumah sakit yaitu adanya organisasi staf medis tunggal yang bertanggung jawab secara menyeluruh terhadap mutu pelayanan profesi yang diberikan seseorang clinicus dalam kewenangannya, sebagaimana juga tanggung jawab keabsahan laporan kepada Governing Body. Medical Staff Organization menampilkan paling sedikit lima fungsi : credential dan privilege, proctoring, performance measurement, peer review, dan corrective action. Penelitian masalah utama RS.Tugu adalah pengembangan Komite Medik RS.Tugu yang mengacu kepada Peraturan Pemerintah. Dan disain metodologi dan penelitian adalah studi kasus dengan pendekatan kualitatif.

Pada penelitian menunjukkan cikal bakal Komite Medik telah terbentuk di RS.Tugu. Organisasi staf medis sebelum tahun 1996 yaitu Kelompok Fungsional atau Dewan Medik tidak menampilkan kegiatan dan anggotanya bertindak sebagai tenaga medis klinis profesional saja. Pada penelitian juga menunjukkan bahwa semua dokter (100%) menyatakan Komite Medik perlu ada dan perlu dikembangkan. Akhirnya, penelitian merumuskan rekomendasi bentuk model Komite Medik RS.Tugu.

<hr>The development of Komite Medik in Indonesia Hospitals was based on the Ministry of Health's decree No.983/Menkes/SK/XI/92 which has the objective to maintain professional autonomy of doctors and to develop high quality medical services in Indonesia hospitals. Concept of Komite Medik in Indonesia hospitals adopted from Medical Staff Organization in America hospitals. Komite Medik is responsible to

hospital Director and has functions as follow development and implementation of hospital medical standards, maintaining ethical conducts, development and implementation of clinical privileges, development of quality of medical services in hospitals, and conducting training and education, research and development.

Medical Staff Organization in America hospitals is a group of practitioners refers to an organizational structure and specific organizational functions that exist in order to relate practitioners to their health care center's Governing Body. The Medical Staff Organization is not self-governing in the sense of being autonomous. But the staff organization act as self-governing in the sense of maintaining self-control and self-discipline. They choose their own leader and their own bylaws which be approved by Governing Body to run their organization. Medical Staff Organization is at the same level with the hospital Chief Executive Officer and both of them are responsible to Governing Body.

The Joint Commission on Accreditation of Hospitals has established as a basic principle of hospital organization that : there is a single organized medical staff that has overall responsibility for the quality of the professional services provided by individuals with clinical privileges, as well as the responsibility of accounting therefore to the Governing Body. Medical Staff Organization performs at least five functions : credential and privilege, proctoring, performance measurement, peer review, and corrective action. The study of the main problem of Tugu Hospital was the development of Komite Medik of Tugu Hospital referred to Government Rules and Regulations. And the design of methodology of the study was a case study with qualitative approach.

The study shown that embryo of Komite Medik had been already exist in Tugu Hospital. The organization of medical staff before year 1996 called Kelompok Fungsional or Dewan Medik performed no activities and the members acted as clinic professional physician only. The study also shown that all doctors (100 %) needed Komite Medik in Tugu Hospital to be exist and developed. Finally, the study made a recommended design of Komite Medik of Tugu Hospital.