

Analisis untuk Kebijakan Penempatan Aparatur Sipil Negara Tenaga Kesehatan Masyarakat di Desa = Policy Analysis: Deploying State Civil Servants as Public Health Workers in Villages

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Abstrak

Tantangan kesehatan masyarakat di Indonesia, yang merupakan negara dengan populasi keempat terbesar di dunia, masih substansial. Program desentralisasi dan disparitas tinggi memperburuk kondisi ini. Konsep pembangunan berwawasan kesehatan (*Health in All Policies/HiAP*) sangat penting untuk menggerakkan upaya lintas sektor secara efektif. Penguatan sistem pelayanan primer, termasuk program promotif, preventif, dan pengurangan risiko penyakit, memerlukan reformasi dalam sistem kesehatan. Peran tenaga kesehatan masyarakat (Kesmas), yang memiliki delapan kompetensi dasar, sangat penting dalam membangun strategi kesehatan masyarakat dan menjalankan intervensi berdasarkan determinan masalah kesehatan. Tujuan penelitian ini ialah untuk mengetahui bagaimana analisis untuk kebijakan penempatan ASN Tenaga Kesehatan Masyarakat di desa, baik melalui konten, konteks, proses, dan aktor kebijakannya. Menggunakan metode penelitian deskriptif kualitatif dengan pendekatan sistem kebijakan, metode pengumpulan data melalui telaah kebijakan, wawancara mendalam semi terstruktur, dan FGD, kemudian dilakukan analisis isi (*content analysis*). Konten Kebijakan meliputi latar belakang, ukuran dan tujuan, serta definisi dalam kebijakan. Konteks kebijakan mempertimbangkan kondisi sosial budaya, dan politik. Proses kebijakan melibatkan sumber daya, komunikasi, karakteristik organisasi, dan disposisi. Aktor kebijakan meliputi Kementerian Kesehatan, Kementerian Desa PDTT, dan organisasi non-pemerintah. Dengan mempertimbangkan keempat aspek kebijakan, penempatan ASN Tenaga Kesmas di desa diharapkan mampu meningkatkan derajat kesehatan masyarakat desa secara menyeluruh dan berkelanjutan.*Public health challenges in Indonesia, which is the country with the fourth largest population in the world, remain substantial. Decentralization programs and high disparities exacerbate this condition. The concept of health-oriented development (Health in All Policies/HiAP) is very important to drive cross-sector efforts effectively. Strengthening the primary care system, including promotive, preventive and disease risk reduction programs, requires reform in the health system. The role of public health workers, who have eight basic competencies, is very important in developing public health strategies and implementing interventions based on determinants of health problems. The aim of this research is to find out how the policy for placing ASN Community Health Workers in villages is analyzed, both through content, context, process and policy actors. Using a qualitative descriptive research method with a policy system approach, data collection methods through policy reviews, in-depth semi-structured interviews, and FGDs, then content analysis was carried out. Policy content includes background, measures and objectives, as well as definitions in the policy. The policy context considers socio-cultural and political conditions. The policy process involves resources, communications, organizational characteristics, and dispositions. Policy actors include the Ministry of Health, Ministry of PDTT Villages, and non-governmental organizations. By considering the four policy aspects, Deploying State Civil Servants as Public Health Workers in villages is expected to be able to improve the health status of village communities in a comprehensive and sustainable manner*.