

**Penyelenggaraan jaminan kecelakaan kerja bagi tenaga kebersihan outsourcing yang menangani penyakit menular: Analisis jaminan kecelakaan kerja tenaga kebersihan Rumah Sakit X dan Y =  
Implementation of employment injury security for outsourced cleaning staffs who handle infectious diseases: Analysis of employment injury security for cleaning staffs of Hospital X and Y**

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**Abstrak**

Pekerja rumah sakit terutama tenaga kebersihan outsourcing sangat berisiko untuk mengalami kecelakaan kerja berupa tertular penyakit menular selama bekerja. Besarnya risiko yang dimilikinya menimbulkan pertanyaan mengenai bagaimanakah penyelenggaraan jaminan kecelakaan kerja bagi pekerja rumah sakit dan tenaga kebersihan outsourcing yang menangani penyakit menular. Pemerintah telah memberlakukan kebijakan keselamatan dan kesehatan kerja dan kebijakan pencegahan dan pengendalian infeksi untuk diterapkan oleh rumah sakit selaku pemberi kerja. Rumah sakit kemudian telah membentuk peraturan internal sebagai peraturan pelaksana dari seluruh kebijakan yang dikeluarkan pemerintah tersebut. Meski demikian, rumah sakit sepenuhnya mengacu kepada program jaminan kecelakaan kerja dari BPJS Ketenagakerjaan dalam memberikan jaminan kecelakaan kerja kepada seluruh pekerjanya. Sebagaimana tenaga kebersihan outsourcing dipekerjakan melalui perusahaan outsourcing, maka pertanggungjawaban terhadap kecelakaan kerja yang dialami tenaga kebersihan outsourcing ada pada perusahaan outsourcing. Rumah sakit juga kemudian turut berkoordinasi dengan perusahaan outsourcing untuk membantu kelancaran proses pengklaiman manfaat jaminan kecelakaan kerja yang menjadi hak pekerja. Adapun, penelitian ini berbentuk penelitian deskriptif dan berjenis penelitian hukum doktrinal.

.....Hospital staff, especially outsourced cleaning staff, are at a very high risk of experiencing employment injury in the form of being infected by infectious disease while doing their job. The high risk they have, has raised questions in how the employment injury security policies are for hospital staff and how the employment injury security is implemented for outsourcing cleaning staff who handle infectious diseases. The Indonesian Government has created occupational safety and health policy along with infection prevention and control policies that needs to be enforced by hospitals as an employer. Following that policy, hospitals have established an internal policy as the enforcement policy for the policies by the Government. However, hospitals completely obliges to employment injury security by BPJS Ketenagakerjaan in providing employment injury security for their staff. As outsourced cleaning staff are hired by hospitals through outsourcing companies, outsourcing companies become the ones responsible for the employment injuries experienced by the outsourced cleaning staff. Hospital is also still involved in coordinating with the outsourced cleaning staff's outsourcing companies in the process of claiming the staff's rights in employment injury security benefits. In addition, this research is in the form of descriptive research and doctrinal legal research.