

An Analysis of Management Wisdom on Occupational Health and Safety at Tanjung Pura Hospital, Langkat District – 2018

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Abstract

The result of a preliminary survey by the writer found that Tanjung Pura Hospital not yet implemented and a team for Occupational Health and Safety. Whereas, that was stated in ministry regulation at number PERMENKES 66/2016 and has to prove it with the absence of report due to occupational health and safety cases in Tanjung Pura Hospital. Based on the background, this study aimed to analyze the management wisdom on occupational health and safety. This study used the qualitative method with case study design. To collect the data the writer used interviews with several informants, that is Director of Tanjung Pura Hospital, Head of Division, Quality Team, and Occupational Health and Safety's Team. The result of the study found that the regulation of occupational health and safety in Tanjung Pura Hospital not formed yet. In another hand, the planning and also the implementation process of monitoring and evaluation of occupational health and safety not worked. In conclusion, all the wisdom of occupational health and safety at Tanjung Pura Hospital not operated, and this study should be the basis to implement the ministry regulation PERMENKES 66/2016.

Keyword: Wisdom, Management, OHS (Occupational Health and Safety), Hospital

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Introduction

Hospital is an institution for health service for the public which has a high risk of Occupation Health and Safety. Management of hospital should make an effort to prevent any risk of occupation health and safety in the work area up to snuff UU No. 36 Th. 2009, improvement and recovery for all labor by Permenkes No.66 Th. 2016. In causing of the need on hospital service by the public is getting higher, so that Occupational Health and Safety also increasing to give the best services (Permenkes Number 66 of 2016) (Özbay, 2017) (Ali Hassanzadeh, 2013) (Yoon et al., 2013) (Bornstein & Hart, 2010).

Tanjung Pura Hospital as a multi-complex health facility, such as providing many health services in the form of outpatient services, inpatient services and emergency services that include medical and medical support services (Kepmenkes: 432 / MENKES / SK / IV / 2007). Track records of workplace accidents and work-related illnesses in hospitals both for health workers and non-health workers as well as for patients and visitors in Indonesia have not gone well, so research and development in overcoming workplace accidents in hospitals in Indonesia have not developed well. Based on the preliminary survey by the writer, that cases also happened in Tanjung Pura hospital. Besides, the writer assumes that the public's attention is still low on the cases of accidents that occur in the hospital, and assume itself can immediately address this (Masso, 2015).

The Ministry of Health of the Republic of Indonesia cites the National Safety Council (NSC) to report that accidents in hospitals are 41% greater than accidents in the industry. The most frequent accidents are needle sticks, dislocations, back pain, scratches/cuts, burns, and other infectious diseases. Every day the United States has 9,000 health workers injured while working. Every 30 seconds the health worker stabbed with a syringe. More than 2.5% infected with HIV/AIDS, 40% - 60% are affected by hepatitis B and C, even based on the results of a survey conducted by the World Labor Organization (ILO) states that based on the level of competitiveness due to occupational health and safety factors (OHS) Indonesia's OHS achievement is ranked 98th out of 100 countries surveyed, (Permenkes Number 66 of 2016) (Podgórski, 2010) (Bas, 2014) (Karimi, Arghami & Behrooz, 2017).

The hospital must also be accredited at least once every 3 years to provide safety and health insurance for all elements related to the existence of the hospital, as stated in Law Number 44 of 2009 concerning Hospitals which states that the elements of Occupational Health and Safety including as one of the things assessed in the intended hospital accreditation (Law

No.44, 2009). The Tanjung Pura Regional General Hospital (RSUD) Langkat District should implement the Health Minister's regulation. In fact, based on the author's observation it has not gone well, this is evidenced by the absence of reported cases of accidents and illness due to hospital work reported routine, even based on the initial survey that the author did, it known that Tanjung Pura Hospital did not yet have a special team that handled OHS problems (Zanko and Dawson, 2011) (Joshi, 2011) (Hasle & Zwetsloot, 2011).

Methodology of Study

This study used a qualitative method with case-study design, and Tanjung Pura Hospital in Langkatas, a population because only that's hospital which Regional-Owned Enterprises. The informants in this study are all team of hospital management among Director, head of Division, a team of qualified and OHS Team. To collect the data used interviewed with took four twice interview with the informants.

Result and Discussion

The Implementation of Program Planning and Effort of Occupational Health and Safety in Tanjung Pura Hospital

As long as the system of management wisdom of occupational health and safety by the regulation of the Minister of Health of the Republic of Indonesia (No. 66 Th. 2016) but it has implemented yet in Tanjung Pura Hospital. Given the importance of this, it is time for Tanjung Pura Hospital to make regulations that specifically regulate the Occupational Safety and Health Management Policy System. So that, there is protection for workers, patients, and visitors in Tanjung Pura Hospital, in addition to policies or regulations on occupational safety and health can also be used for the future and benefit all parties. To prevent workplace accidents in the hospital, a proposed policy on the development of occupational health and safety management in Tanjung Pura Hospital, but in the prevention also requires awareness, knowledge, socialization, responsibility, and participation of all parties, both groups of makers. The policy itself or the target group from the implementation of the occupational health and safety policy in the hospital.

Analysis of plan Occupational Health and Safety in Tanjung Pura Hospital

The results of this study indicate that the planning of the Tanjung Pura Hospital Safety and Health Management system has not gone well, this is because the policy on OHS in Tanjung Pura Hospital does work perfectly, even though the incidence of OHS prevention is already running, but has no management system. The good one. It is very necessary to have a special division of duties and functions that treat OHS in Tanjung Pura that specifically handles occupational health and safety so that it is expected to encourage Tanjung Pura Hospital to draft a policy on the occupational safety and health of hospitals that can provide comprehensive protection. For workers, patients and other visitors from work accidents while doing work or while using existing health facilities in Tanjung Pura Hospital.

The preparation of the work safety and health policy plan at Tanjung Pura Hospital requires professional human resource management as the executor and supervisor of the work safety and health policy planning, in addition to the availability or availability of adequate facilities to support the implementation of the said occupational safety and health policy planning. As a guideline for planning the implementation of occupational health and safety policies in Tanjung Pura Hospital, it still refers to the Regulation of the Minister of Health of the Republic of Indonesia Number 66 of 2016 concerning the Occupational Safety and Health of Hospitals. Also, plan regional regulations which regulate overall occupational health and safety in Langkat District, as an OHS Policy amplifier in Tanjung Pura Hospital.

The Tanjung Pura Vocational or Occupational Health and Safety Planning should be comprehensive and can adjust to the conditions of each section and unit in Tanjung Pura Hospital. The plan to implement the occupational health and safety policy is carried out through guidance, supervision, and cooperation with various parties including the smallest groups or units in Tanjung Pura Hospital, even with certain personnel or individuals, so that all parties can feel the benefits of the policy together. The formulation of work safety and health policy planning at Tanjung Pura Hospital which will be compiled by the policy-making team in Tanjung Pura Hospital is expected to improve the safety and comfort of all those who are veranda and work with Tanjung Pura Hospital.

Analysis of implementation process of Occupational Health and Safety in Tanjung Pura hospital

This analysis was carried out on activities carried out in the framework of or related to the Occupational Safety and Health Management System in Tanjung Pura Hospital because in writing the Tanjung Pura Hospital has not carried out the activities in a structured manner, because the policy itself has not compiled. Analysis or study conducted to determine the sequence of implementation that has been carried out to obtain information on activities or efforts related to occupational safety and health in Tanjung Pura Hospital. This analysis of the implementation process involves mapping the processes and subprocesses in it to the level of activity or activity. As explained in the results of the interview, stated that if there were accident cases or occupational health in Tanjung Pura Hospital, serious handling still carried out, although there was no policy that regulated it. For example, if there are nurses who are needle-taped, then the Tanjung Pura Regional Hospital carries out medical treatment by medical procedures, but these cases are not written and not reported, because they are considered normal events. Other events that often occur are patients falling from bed. It also not reported because it considered that the incident was normal and not dangerous with the patient, even though all of these events should have been analyzed for the cause so that efforts could be made to prevent such events from happening again in the future.

Law Number 23 the Year 2003 concerning Health, Article 23 states that Occupational Health and Safety efforts (OHS) must be carried out in all workplaces, especially workplaces that are at risk of health hazards, such as Hospitals, easily contracting diseases or having the least number of employees ten people. If you pay attention to the contents of the article, then it is clear that Tanjung Pura Hospital included in the criteria of the workplace with various hazards that can cause health impacts, not only to the direct perpetrators who work in the Hospital but also to patients and visitors of Tanjung Pura Hospital.

Analysis of Implementation Process of monitoring and evaluation OHS in Tanjung Pura Hospital

The process of OHS monitoring in Tanjung Pura Hospital has not been running properly. It is evident in the absence of reports of handling workplace accidents and illness due to work in Tanjung Pura Hospital. As an institution that is capital intensive, technology-intensive, labor-intensive and system intensive, Tanjung Pura Hospital has an adequate OHS monitoring and

evaluation system. Monitoring of Occupational Health and Safety in Tanjung Pura Regional Hospital should run well because all activities at Tanjung Pura Hospital are related to all the risks to the safety and health of the workforce, work, and the surrounding environment. Such monitoring activities should include all efforts to prevent and overcome all illnesses and accidents due to employment, based on the legal basis and applicable Guidelines.

The evaluation system of OHS in Tanjung Pura Hospital

Evaluation is part of the OHS management system as a whole which includes the organizational structure, planning, responsibilities, implementation, procedures, processes, and resources. It is needed for planning, developing, implementing, achieving, and maintaining occupational health and safety policies in Tanjung Pura Hospital itself in the framework of controlling risks related to work activities to create a workplace that is healthy, safe, efficient and productive.

The aims of evaluation of OHS

Evaluation of OHS Tanjung Pura Hospital aims to create a system of occupational health and safety in Tanjung Pura Hospital by involving elements of management, employees, conditions and an integrated work environment to prevent and reduce occupational accidents and diseases.

Implementation of Research Thinking Framework in the application of Occupational Health and Health Management System in Tanjung Pura Hospital

The implementation of this research framework in the Occupational Health and Health Management System of Tanjung Pura Hospital, LangkatTanjung Pura District, can be described as follows. Tanjung Pura Hospital must immediately issue a policy or regulation on Occupational Health and Safety Management System to regulate and or overcome problems related to System Management of OHS in Tanjung Pura Hospital. The regulation regulates about System Management of OHS in Tanjung Pura Hospital by the stages outlined in the Minister of Health regulation Number 66 of 2016, so that it can have a real impact as output in solving various problems related to System Management of OHS in Tanjung Pura Hospital. The regulation is also planning to overcome the possibility if there are problems with other problems arising from the implementation of the new policy which is expected to provide fundamental improvements. Improvement of the policy is implemented, involving the target group or in this case the work units or sections or installations in Tanjung Pura Hospital. Then

a re-evaluation is carried out on the implementation of the new policy. Then look for new solutions to solve new problems that arise, and it expected that there would be improvements in the output of the implementation of the new policy. If it turns out there is a new problem then a review/re-evaluation is done, and so on.

Conclusion

The Tanjung Pura Regional General Hospital (RSUD) does not yet have a specific regulation or policy that handles the Occupational Safety and Health Management System issue; if there are problems with Occupational Health and Safety, it will be addressed sporadically according to the case. Planning, implementation, and reporting of Occupational Safety and Health Management in Tanjung Pura Hospital have not gone well. It is very necessary to immediately make regulations or policies to regulate the Occupational Health and Safety Management System in Tanjung Pura Hospital so that the planning, implementation, and reporting of Occupational Health and Safety Management in Tanjung Pura Hospital can run well.

Suggestion

To the District Government of Langkat or in this case the Second Assistant (Economic and Supervision supervision), the Health Service and the Manpower Office: suggest and assist Tanjung Pura Hospital to make a Policy or Regulation on Occupational Safety and Health Management System in Tanjung Pura Hospital. Moreover, conduct periodic evaluations of the implementation of the regulation, through the Tanjung Pura Regional Hospital supervisory board. To Tanjung Pura Hospital Management: it is expected to immediately formulate a policy or regulation on Occupational Safety and Health Management System in Tanjung Pura Hospital, and immediately plan, implement and report Occupational Safety and Health Management in Tanjung Pura Hospital. Besides, do a continuous and routine evaluation at every stage of the activity, so that problems that arise or will arise immediately are known and can do well and preventive efforts

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