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Analysis Bachelor of Public Health Needs and Policy Constraints Aspects in the Health Department Konawe District

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ABSTRACT

Introduction: The initial survey conducted at the Konawe District Health Office shows that the distribution of Public Health Bachelors has not been evenly distributed until now, where there are still health centers in Konawe District which lack public health personnel. In addition, the management of the duties of the Bachelor of Public Health at the Health center is sometimes not in accordance with the main task. So that researchers intend to conduct research on "Analysis of the Needs of Undergraduate Public Health Workers and Constraints on Policy Aspects at the Konawe District Health Office"

Method: This study uses two types of research, namely descriptive quantitative and qualitative to analyze the constraints in the distribution bachelor of public health personnel. The sample was sourced from 137 bachelor of public health personnel from the Head of Public Health Center while the Head of Administration and Ordinary Informants were informants in this study spread from 29 Public health center.

Result: The need for public health workers in accordance with the Minister of Health Regulation No. 75 of 2014 at least 2 people per Health center and aspects of policies that have not been running optimally are obstacles in the distribution bachelor of public health personnel.

Conclusion: Local governments should carry out data-based Health Human Resources (HR) planning so that planning documents are able to accurately project the calculation of needs in accordance with the current health situation.

Introduction

Public health workers are special personnel who are functionally responsible for the whole community, both healthy and sick. The main focus is on public health efforts through promotive and preventive, different from other medical personnel. Substantially and the work of a bachelor of public health is different from a doctor, where the medical personnel (doctors) who work with a curative approach (treatment), as well as nurses and midwives are more likely to work with a rehabilitative approach (healing).^[1]

Thus, public health workers become a balancer in public health services due to the promotive and preventive roles which are one of the expertise of public health workers where this real activity is to prevent the occurrence of various health problems.^[2]

The need for public health workers is also very important in the accreditation of Health center, this is in accordance with health minister Number 46 of 2015 concerning Puskesmas accreditation regarding health worker standards, Health center must meet the availability of health workers.^[3] One element of the assessment of the accreditation of the Health center is the health human resources of the Health center, which includes a Bachelor of Public Health that is sufficient both in terms of the number of needs and the types of services provided by the Health center.^[4]

The report from the Konawe District Health Office in 2020 recorded that it had 29 Health center with a number of health workers including 31 doctors, 13 dentists, 21 specialist doctors, 1,087 nurses, 937 people in the field, 137 public health workers, and 137 people. 24 people for environmental health, and 60 nutrition workers.^[5] The fact is that the Konawe District Health Office does not calculate the ratio of the number of health workers based on population density. The report only lists the total number of each health worker, although there is a column for calculating the ratio per 100,000 population but it has not been or was not entered when presented.

It is known that the distribution of public health workers in Konawe Regency is still not well distributed. This is evidenced that of the 29 health centers there are 5 health centers that do not have a total number of public health workers, 3 health centers with only 1 Bachelor of Public Health staff

each, 9 health centers with less than 5 Bachelor of Public Health personnel, 9 health centers with more than 5 Bachelor of Public Health personnel. 5 and 3 Health center with more than 10 Bachelor of Public Health personnel. Whereas excess energy will result in the use of unproductive working time or vice versa, a shortage of health workers will result in an excessive workload.^[6]

The lack of harmony between the distribution of public health personnel with the needs and procurement of competent public health personnel is a strategic problem that must be faced not only in Konawe Regency but in almost all regions of the Republic of Indonesia. To overcome this, the government through the Ministry of Health has actually issued a legal product through the Minister of Health Regulation No.33 of 2015 which regulates Guidelines for the Preparation of Planning for Health Human Resource Needs. And to assess the need for health human resources on the real workload carried out by public health workers at the Puskesmas, one of them is by using the Workload Indicator Staffing Need (WISN) method. By using the WISN method we can find out the work units and categories of human resources.^[7]

Seeing the importance of the role of public health workers in Health center services, the planning for the number of community health workers must be in accordance with the workload at the Health center. So that researchers intend to conduct research on "Analysis of the Needs of Undergraduate Public Health Workers and Constraints on Policy Aspects at the Konawe District Health Office"

Method

This study uses two types of research, namely quantitative descriptive to assess the comparison or relationship of one or more variables, while qualitative research is carried out by purposive sampling to analyze the constraints in the distribution bachelor of public health personnel. Sampling using the Slovin formula amounted to 58 people who came from 137 bachelor of public health personnel from the Head of the Health Center, while the Head of Administration and Ordinary Informants were informants in this study spread from 29 Health center.

Result

Table 1 shows that the distribution of the need for bachelor of public health personnel at the Konawe District Health Center still has shortages and excess personnel in each Health center. The

shortage of personnel is known to be filled by personnel with inappropriate educational backgrounds, such as nurses who double as public health workers.

Table 1. Calculation of the Number of Public Health Workes in Accordance with the Standard Ministry of Health Regulation Number 75 of 2014

No	Konawe District Health Center	Bachelor of public health staff	Health Human Resources Standard	Gap
1	Soropia Health Center	4	2	+2
2	Lalonggasumeeto Health Center	5	2	+3
3	Sampara Health Center	2	2	0
4	Laosu Health Center	1	2	-1
5	Besulutu Health Center	1	2	-1
6	Kapoila Health Center	1	2	-1
7	Lambuya Health Center	5	2	+3
8	Oneembute Health Center	0	2	-2
9	Uepai Health Center	2	2	0
10	Puriala Health Center	0	2	-2
11	Health Center Pondidaha	5	2	+3
12	New Amonggedo Health Center	3	2	+1
13	Wonggeduku Health Center	10	2	+8
14	Wawotobi Health Center	11	2	+9
15	Tawanga Health Center	5	2	+3
16	Unaaha Health Center	16	2	+14
17	Ahuhu Health Center	8	2	+6
18	Anggaberu Health Center	5	2	+3
19	Abuki Health Center	7	2	+5
20	Alosika Health Center	3	2	+1
21	Tongauna Health Center	2	2	0
22	Asinua Health Center	2	2	0
23	Routa Health Center	0	2	-2
24	Morosi Health Center	5	2	+3
25	Anggalomoare Health Center	4	2	+2
26	West Wonggeduku Health Center	6	2	+4
27	Latoma Health Center	2	2	0
28	North Tongauna Health Center	0	2	-2
29	Member Health Center	0	2	-2

Policy Aspect

No matter how good the concept and purpose of a policy and the willingness or attitude to carry it out seriously, but not supported by good resources, the implementation of a policy will not run optimally. Resources have a very big influence in the success of a policy implementation. Because with the availability of sufficient resources, it will facilitate the objectives of a policy to be achieved. The resources in question are ranging from human resources (human resources) and non-human resources (non-human resources). The Konawe District Government and the Konawe District Health Office must think about and take concrete steps to address the gap in the distribution of bachelor of public health personnel in their area. To find out,

"...for us, the process starts when the Health center submits a plan for employee needs, after that we will try to follow up. So, if there is a Health center that is late in submitting a plan for their needs, their request will definitely not be accommodated."

In contrast to informants EN, informants AS, AR and RL informed that:

"...the placement or distribution policy is in the health office, we at the Health center convey the needs of the employees we need. So, like public health workers, we enter them as needed. But that's the case, sometimes we have been applying for a long time but we have not been given additional personnel. As a result, we must take advantage of the energy we have."

"...it's at the Health Service. we are just submitting a request. Later the Health Service will carry out the execution."

"...Health Department, those who spread their energy. We at the Health center only send requests for additional staff, we at the Health center every year someone retires or moves. Now that's what we can't always control, while at the Health Office the answer will always be discussed later."

Likewise, the information provided by ordinary informants, MS, and HL, namely:

"..I often ask the Head of administration and the Head of the Head of Office for additional

bachelor of public health personnel, because this Puskesmas has a large area of work and tasks that I want to do, but I only feel sorry for the staff..."

"...actually, the distribution of bachelor of public health personnel is sufficient in my health center, and there are even a lot of us for bachelor of public health graduates. But I'm just an employee so I'm just following along....."

From the results of interviews with all informants related to policy aspects. So, the researchers concluded that at the Konawe District Health Office and the Health Center in its working area related to the distribution of public health workers, it turns out that there has not been a good synergy between the Health Service and Community Health Centers to support the distribution of public health workers. This can be seen from the current distribution of public health workers, where there are several Health center that do not have bachelor of public health personnel, some are lacking, there are even Health center that have very excess bachelor of public health personnel.

Discussion

Bachelor of Public Health Manpower Needs

The Health Office calculates the number of bachelor of public health personnel needed at the Health center using certain guidelines, namely based on the workload set by the Regional Personnel Agency. However, based on observations from all Health center in Konawe Regency, there is still a shortage of bachelor of public health personnel.

Practicing bachelor of public health staff using the WISN method is indeed not an absolute method for planners, because it can also be seen from the existing manpower standards at the Health center based on Minister of Health regulations No.75.

The results of the calculation of resource needs based on scientific methods and evidence are expected to be able to project the availability of Health human resources in the future accurately. The projection is seen based on the current number of availability and origin of health workers as well as their inflows and outflows. This is useful for projecting the number of Health human resources

needed in the future, so that people can continue to access health services and get benefits.

Policy Aspect

Policies related to the formation of human resources for the apparatus are regulated centrally, where the Ministry of Administrative Reform and the State Civil Service Agency, in the process of determining the formation, coordinate with the Regional Personnel Agency. Therefore, Regional Personnel Agency has greater power than other institutions in the regions in determining the allocation of quotas given by the Center. The difference in authority in proposing and approving the formation of health workers is a factor that causes a gap between the proposal submitted and the formation that is finally determined in terms of number, type, distribution, and qualifications.^[8] Policy socialization is carried out so that the entire community can know and understand what are the directions, goals and objectives of the policy, but more importantly they will be able to accept, support, and even secure the implementation of the policy.^[9]

The reference to the number of health workers in health care facilities is contained in the Decree of the Minister of Administrative Reform No. 75 of 2004 concerning guidelines for calculating employee needs based on workload in the context of preparing the formation of civil servants. The Ministry of Health ensures that the Health human resources needs plan that is prepared is in accordance with the real needs of the organization, both in terms of quantity, quality, qualifications, and distribution.^[4]

Konawe Regency in carrying out its duties and functions related to the procurement of human resources within the Konawe Regency is carried out by the Regional Personnel Agency. The flow that has occurred so far is starting from the Regional Technical Implementing Unit which provides a needs plan to the planning section of the Health Office, then the Health Office will consult with the State Civil Service Agency and related agencies to fulfill the needs of each Health center. However, the facts on the ground show that there are Health center with very large bachelor of public health personnel and there are Health center that do not have bachelor of public health personnel at all. For this reason, it is hoped that the Health center together with the Health Service and

State Civil Service Agency sit together to examine the uneven distribution of bachelor of public health personnel to obtain the best solution so that each Health center has bachelor of public health personnel who are in accordance with the minimum workforce standards.

Conclusion

The need for public health workers is in accordance with Permenkes No. 75 of 2014 is a minimum of 2 people Health center, so it is necessary for local governments to carry out data-based Health Human Resources planning so that planning documents are able to accurately project the calculation of needs in accordance with the current health situation.

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