



## Implementation of the Occupational Health Effort Standard Operating Procedure Program (Pos UKK) at Alai Health Center in Padang City

Intan Salsabilla Usrevi<sup>1</sup>, Fadhilatul Hasnah<sup>2\*</sup>, Zudarmi<sup>3</sup>

Alifah Health Science Collage, Indonesia<sup>1-3</sup>

[intansalsabila0310@gmail.com](mailto:intansalsabila0310@gmail.com)<sup>1</sup>, [fhasnah5@gmail.com](mailto:fhasnah5@gmail.com)<sup>2</sup>, [darmi.nakertrans@gmail.com](mailto:darmi.nakertrans@gmail.com)<sup>3</sup>

### Abstract

Based on the annual report of the Padang City Office in 2021, data on the incidence of sick workers served by Puskesmas in Padang City was 39,299 people. Then cases of common diseases in workers were found as many as 36,086 people, then suspected cases of occupational diseases were obtained as many as 2,161 people. Furthermore, cases of occupational diseases in workers as many as 1,405 people and cases of occupational accidents in workers were found as many as 253 people. The purpose of the Occupational Health Effort (UKK) program at Puskesmas is occupational health services aimed at informal sector workers. Based on the results of the initial survey at the Alai Health Center, there is a UKK program but the guidance is not routine, there are no supporting facilities for the UKK program and the cadres of the UKK Post do not know their duties and functions. The type of research used is qualitative observational with a phenomenological approach. Research informants totaling 4 people were determined by purposive sampling and observing the ukk post at the Alai Health Center in Padang City. This research was carried out from March to August 2023 at the Alai Health Center in Padang City. Data collection was conducted through in-depth interviews, observations and document review. The results of this study show that the policy used by the Alai Health Center is the Ministry of Health of the Republic of Indonesia No. 1758 of 2003 concerning basic occupational health services, the implementer of UKK Post activities does not yet have a functional position of occupational health supervisor. There are no supporting facilities for the UKK Post at the Alai Health Center in Padang City properly. Based on the results of the study, it can be concluded that the implementation of the UKK Post Program at the Alai City Padang Health Center has not been realized in accordance with the regulation of the Minister of Health of the Republic of Indonesia No. 100 of 2015 concerning UKK Post.

**Keywords:** UKK Post Program, Occupational Diseases, Implementation

### \*Corresponding author:

Address : Alifah Health Science Collage

E-mail : [fhasnah5@gmail.com](mailto:fhasnah5@gmail.com)

### INTRODUCTION

The implementation of Occupational Health Efforts (UKK) is a strategy for developing occupational health and the informal sector in

Indonesia which includes promotive, preventive, curative and rehabilitative services. The Occupational Health Effort Program is very strategic considering the large number of workers age, the large number of informal businesses, the high risk of

occupational diseases (PAK) and work accidents, infectious diseases, non-communicable diseases that require specific handling. For this reason, in the framework of comprehensive and integrated health services for workers, it is necessary to have a container, namely the Integrated Occupational Health Effort Post. With the planning shown for development in primary occupational health services and the application of K3 in the workplace, as well as the development of UKK Post. Every type and place of K3 work at work, as well as the development of UKK Post. Every type and place of work in both the formal and informal sectors has risks that can cause health problems. In general, informal sector workers lack awareness and knowledge about the dangers in their work environment (Permenkes RI, 2015).

Based on the annual report of the Padang City Office in 2021, data on the incidence of sick workers served by Puskesmas in Padang City was 39,299 people. Then cases of common diseases in workers were found as many as 36,086 people, then suspected cases of occupational diseases were obtained as many as 2,161 people. Furthermore, cases of occupational diseases in workers as many as 1,405 people and cases of occupational accidents in workers were found as many as 253 people.

Based on previous research, according to (Handayani & Irfandi, 2019) that the implementation of occupational health efforts at puskesmas work areas in West Jakarta can be seen in the existence of special regulations on the implementation of UKK Post contained in the Minister of Health regulation No. 100 of 2015. In addition, financial support for activities is also available, there is also a general recording and reporting system from the Puskesmas to the West Jakarta Health Center. Factors that are weaknesses in the implementation of occupational health efforts at the West Jakarta Regional Health Center include incomplete data related to occupational health achievements at the Puskesmas, the planning system has not been data-based, the program

monitoring and evaluation system has not been measured, and the employee performance management system has not been optimal. There is still a low value of opportunities seen in the implementation of occupational health efforts based on the results of research on several things including public awareness of occupational health in Puskesmas, the planning system has not been data-based, the program monitoring and evaluation system has not been measured, and the employee performance management system has not been optimal. The low value of opportunities seen in the implementation of occupational health efforts is based on the results of research on several things including public awareness of occupational health, availability of human resources, and specific sources of funds for the implementation of occupational health efforts. The results showed that of the 7 indicators assessed, all of them were still a threat in the implementation of occupational health efforts at the West Jakarta Regional Health Center.

Based on data from the Health Office since 2013, there are 12 UKK Posts that have been formed in the working area of the Padang City Health Office spread across 4 Puskesmas, namely 5 UKK Posts in Lubuk Begalung, 3 in Lubuk Kilangan, 3 in Ambacang, and one UKK Post in Pemancangan, from 23 Puskesmas in Padang City. Meanwhile, based on data from the Trade, Mining and Energy Industry Office of Padang City in 2019, there were 11,409 informal businesses spread across the Padang City area. Seeing the large number of jobs in the informal sector, it is necessary to form a UKK Post for the Padang City area. Seeing the large number of jobs in the informal sector, it is necessary to form a UKK Post to serve workers' health, as well as the need for recording and reporting from the Puskesmas to find out the development of diseases, PAK, PAHK, work accidents and the health status of workers in their work areas. The number of UKK Posts in Padang City in 2020 is 68 UKK Posts with the lowest being the Anak Air, Belimbing and Lubuk Begalung Health Centers where the

Puskesmas still does not have a UKK Post. Then one of the Puskesmas that implements UKK Post in Padang City is Alai Health Center with a total of 3 UKK Posts. According to Occupational Health data on Workers in Padang City in 2020 at the Alai Health Center, the highest incidence of sick workers served by 5,956 people, cases of common diseases in workers as many as 216 people, then cases of occupational diseases in workers as many as 6 people.

Based on an initial survey conducted by interviewing UKK program holders at the Alai Health Center, it was found that the latest number of cases in 2022 regarding sick workers served was 6,872 people (68.70%), cases of common diseases in workers 6,348 people (63.48%), suspected cases of occupational diseases in workers 374 people (3.74%), cases of occupational diseases in workers 118 people (1.18%) and cases of occupational accidents in workers 22 people. The results of interviews with holders of the Alai Puskesmas UKK program achieved the achievement of the UKK Post target that must be achieved is 40% and the target successfully achieved by the Alai Health Center is 66%. The problems found at the Alai Health Center are unable to increase the number of UKK Posts due to limited funds, besides that cross-sector is another problem. Because of the above problems, the author is interested in researching the Analysis of the Implementation of the Occupational Health Effort Standard Operating Procedure Program (Pos UKK) at the Alai Health Center in 2023.

## **METHODS**

The type of research used in this study is qualitative research that is descriptive. Qualitative research is research used to examine the condition of natural or naturalistic objects aimed at obtaining in-depth data, actual data, definite data which is a value behind visible data. Qualitative research is carried out with a phenomenological approach. Phenomenological research is a type of qualitative

research that looks at and hears more closely and in detail individual explanations and understandings of their experiences. Phenomenology research aims to interpret and explain the experiences experienced by a person in this life, including experiences during interactions with others and the surrounding environment. The qualitative research in this study is intended to explore in-depth information about the implementation of the standard operational procedure program for occupational health efforts (POS UKK) at the Alai Health Center in Padang City in 2023.

## **RESULTS AND DISCUSSION**

This study aims to determine the implementation of the Occupational Health Effort (UKK) program at the UKK Post at the Alai Health Center in Padang City which refers to Perwako and the Decree of the Minister of Health of the Republic of Indonesia No.1758 of 2003 concerning occupational health services.

### **Input**

#### **a. Policy**

The definition of policy or policy is as a product, as a process and as a framework. As a philosophical concept, policy is a set of principles or conditions that are desired as a product, policy is seen as a series of conclusions or recommendations, as a process, policy is seen as a way through which an organization can know what is expected of it namely programs and mechanisms in achieving its product and as a framework, policy is a process of bargaining and negotiation to formulate issues and methods of their implementation.

Policy is a decision or determination of the government in carrying out an action that is considered to have a good impact on the lives of its people. Puskesmas is the front line as an implementer of policies made by the government in providing health services to the community

The government through the Ministry of Health has issued a policy on fostering occupational health and sports efforts based on the Decree of the Minister of Health of the Republic of Indonesia Number HK.02.02 / MENKES / 52/2015 concerning the Strategic Plan of the Ministry of Health for 2015-2019. The purpose of the decree is to maintain and improve the degree of health in the form of

Disease prevention and health improvement, disease treatment, and health recovery are carried out in an integrated, integrated and sustainable manner so that people live healthy, fit and productive lives through increased efforts for occupational health and sports. In terms of carrying out these goals, internal cooperation of Puskesmas officers is needed, including from medical resumes to record patient histories, including; work, length of work, whether workers from informal or formal businesses, then to BP (medical center) to make a BP register to cover requests for needs from the UKK program. So that doctors can make patient diagnoses based on the worker's data.

From the results of the research, Puskesmas Alai in carrying out Occupational Health Efforts (UKK) refers to the Decree of the Minister of Health of the Republic of Indonesia No. 1758 of 2003 concerning Occupational Health Services (UKK) and has coordinated with cross-programs at Puskesmas, conducted training of occupational health cadres, conducted Monitoring and Evaluation on the implementation of UKK Post, stiffened the development of UKK Post in the work area of Alai Health Center.

#### **b. Human Resources**

Human resources are one of the most important factors that cannot even be separated from an organization, both institutions and companies. Human resources referred to in this case include the availability of staff (implementing personnel) who can support the

implementation process of policies issued by the government related to the implementation of occupational health.

Based on research conducted by Debby Triasmoro states that employee abilities (dexterity, training, and education) have a positive and significant influence on employee productivity and performance in achieving the tasks or jobs assigned to them. Based on the results of the study, the implementing staff of the UKK program at the Alai City Padang Health Center are health workers and cadres. Health workers who serve as implementing staff for the UKK Post program are program holders with the last level of high school education and work together with cross programs, namely the field of nursing with the last education of S-1 Nursing program holders.

The results of field research found that human resources (implementing personnel) of occupational health at the Alai City Padang Health Center have not been qualified to carry out the UKK program because they have never received training and have different educational backgrounds because they are in accordance with the regulation of the Minister of State Apparatus Empowerment and Bureaucratic Reform of the Republic of Indonesia Number 47 of 2013 article 36 that "The Functional Position of Occupational Health Supervisor has the lowest education bachelor (S1) or Diploma IV / Applied bachelor in the field of health.

The results of interviews and document studies conducted regarding implementing staff of UKK program holders in the working area of the Alai City Padang Health Center do not yet have a functional position of occupational health supervisor in accordance with the above regulations, it can be seen that the occupational health program has not run optimally due to personnel who are not in accordance with the tupoksi and lack of training provided related to occupational health resulting in officers'

knowledge about occupational health has not been Evenly, this situation is due to the lack of officers who have education in accordance with existing regulations and these officers have never attended training so that the program is not well socialized by implementing officers in the field.

According to the Health Apartment regarding the guidelines for implementing Occupational Health Efforts (UKK) for UKK Post cadres, cadres are members of the community or groups of workers selected from and by the local working community, can read and write Latin letters, live in a workplace environment, are willing and able to work for the community Workers in the environment voluntarily, have enough time to work for the community, and have been trained and understand the principles of occupational health.

Based on the results of the study, it can be concluded that health workers and cadres formed to be implementers of the UKK program at the Alai City Health Center in Padang City are not in accordance with Permenkes No. 100 of 2015. Health workers and especially UKK Post cadres do not know much about their duties and functions as stakeholders and implementers of UKK program activities, UKK Post cadres at the Alai City Padang Health Center, only limited to coordinating with workers to participate in meetings or breeding activities carried out by the Puskesmas. UKK cadres also coordinate with program holders for the implementation of coaching activities and health checks carried out by health workers.

Therefore, researchers suggest increasing knowledge and conducting training for implementers of UKK program activities regarding occupational health, duties and functions as implementers of Occupational Health Efforts (UKK) activities. As conveyed by Mubarak said that in providing health education in order to achieve the goal must pay attention to several things including maetri or messages and

methods delivered using language that is easy to understand by the community in everyday language, the material is not too difficult and understood by the target.

#### **c. Funds**

The result of this in-depth interview about the funds in the implementation of the UKK POS is that the funding for the UKK Post of the Alai City Padang Health Center in 2023 comes from BOK funds and there is no other income to support the implementation of UKK Post activities. The source of funds is a requirement for the running of the UKK Post in carrying out occupational health service activities independently. The funds can be used to buy media needed by UKK Post such as stationery for recording, medical examination equipment, and simple medicines.

Budgets or financial allocation of organizational units, programs and planning are powerful ways to regulate behavior. A program without a budget means that the program has no direction of purpose and this is a source of strength for the program (Suroyo, 2007)

In accordance with the guidelines for the implementation of the UKK Post in the Minister of Health's Regulation No. 100 of 2015 concerning the Occupational Health Effort Post, it is stated that the financing of the UKK Post can be sourced from the APBN, APBD and other non-binding sources such as from the participation of the working community and entrepreneurs / private sector in accordance with applicable regulations as well as other sources such as social gatherings, cooperatives, other entrepreneurs or revolving funds.

#### **d. Facilities**

Facilities are everything that can be used as a tool in achieving the goals and objectives of a job or daily activity in organization.

Means are material elements that according to the Princess are everything that can be used as a tool in achieving a purpose or goal. In other words, means are more intended for moving objects or equipment. As stated by Silandri in the process of implementing services, humans use materials or materials. Therefore, materials are also considered as tools or means of management to achieve goals.

In carrying out a service, implementing officers need supporting facilities and facilities to carry out each program, implementing the UKK program so that adequate facilities are needed to support these services. If the facilities and facilities are incomplete, it can support the implementation. According to the Regulation of the Minister of Health of the Republic of Indonesia No. 100 of 2015 concerning UKK Post to carry out UKK Post activities can use available facilities (indoor or outdoor) either alone or in combination with other businesses that can be used as a place to gather and carry out activities. The facilities available at least consist of tables, chairs, body scales, height measuring instruments, digital trimesters, abdominal circumference measuring instruments, flashlights, P3K boxes and their contents, IEC media, stationery and books for recording reporting, over-the-counter medicines, PPE samples according to the type of work and guidebooks.

There are 13 facilities indicated by Permenkes Number 100 of 2015. Meanwhile, from the observations, there are no facilities available at the UKK Post. However, health equipment is brought by health workers from the Alai City Padang Health Center for health check-up activities on workers. In line with research conducted by Puspitasari who said that the Egyptian UKBM implementers used simple equipment derived from residents, while health

equipment was brought by puskesmas midwives guarding the Posyandu.

This is because residents do not have facilities that can be lent for UKK Post activities, the procurement of UKK Post activity facilities can use Puskesmas donations or come from village funds.

Based on research conducted by ikhsan Muhammad Chaerul on the influence of facilities and infrastructure management on the Performance of Employees of the Regional Education and Training Agency of West Java Province, it was concluded that there is a significant influence between the management of facilities and infrastructure on the performance of employees in the Regional Education and Training Agency of West Java Province. This is similar to Didi Hartano's research which said that infrastructure has a significant effect on employee performance with a value of 3,746 at the level of sig t calculate 0.000 which has a positive effect.

The importance of facilities in supporting activities is very vital because if adequate facilities activities will not be able to run well. In line with the research above, the means are significantly related and influential to the performance and implementation of a program. To support the implementation of the UKK program, it is expected to provide adequate facilities to run well, through the collaboration of Puskesmas, Health Office and entrepreneurs for the provision of facilities needed.

## **Process Components**

### **a. Planning**

The results of in-depth interviews show that the Alai Health Center has made a solution that is carried out every year, which is written in RUK and RPK.

Planning is the core of management activities, because all management activities are regulated and directed by the planning. With this

planning enabling decision makers or managers to use their human resources successfully and effectively to support the success of development policy reform, a new national health system has been developed that is able to answer and respond to various current and future health development challenges (Suhartina et al., 2022)

In the implementation of the UKK Post, the planning aspect in question is the activity of making a work plan for the activities of the UKK Post. Activity planning is included in one of the tasks of Puskesmas and UKK Post Cadres in the implementation of occupational health services at UKK Post. (Ministry of Health RI, 2015).

#### **b. Organization**

Based on the research conducted, it was found that the organization of the UKK Post carried out at the Alai Health Center in Padang City did not yet exist. They have not created or established an organization carried out by the Puskesmas.

According to Subariyah in (Wahyuni, 2020) the establishment of the UKK Post Management organization is a basic requirement in the initial formation of the UKK Post which has been explained in the policies and strategies for developing occupational health in the informal sector in Indonesia. The management of the UKK Post is at least the head of cadres, secretaries, and members who aim to take care of the implementation of activities at the UKK Post.

#### **c. Implementation**

Implementation is application in the field. Implementation is to make all members of the group want to work together to achieve goals. Implementation is not an easy job, because in carrying out a plan contained various activities that influence each other, but are also complex. All of these activities must be combined in such a way that the goals that have been set can be achieved satisfactorily (Kareba, 2020)

#### **d. Supervision**

The function of supervision and evaluation is carried out by monitoring or monitoring ongoing activities. Monitoring is defined as the activity of observing problems that arise and or will arise to be able to take action alone (controlling) is the entire process of assessment activities on the object of supervision and / or certain activities with the aim of ensuring whether the implementation of the duties and functions of the object of supervision is in accordance with what is applied.

In its implementation, monitoring and controlling can be observed from the limiting factors and supporting factors in the running of the UKK Post service. As revealed by Pangkey, et al (2018) in their research at the Puskesmas Telling Atas, Manado City, the obstacles experienced in the UKK Post service are the lack of human resources who are competent in the field of occupational health, the absence of training attended or obtained by program holders, there are still officers who get double duties so that the plan makers are not focused, limited funds for UKK Post services, and lack of worker participation in carrying out their duties. In addition, as stated by Tinggogoy, et al (2018), the obstacles experienced in the implementation of the Warehouse UKK Post program in the working area of Puskesmas Tuminting Kota Manado are a lack of health that does not come from occupational health and safety education, lack of knowledge and skills of UKK Post cadres, lack of funds or budgets and supplies of medicines and facilities and infrastructure at the local UKK Post.

#### **Output**

The results of the implementation of the standard operating procedure program for occupational health efforts (Pos UKK) at the Alai Health Center in Padang City have not run optimally

and are not in accordance with Permenkes No. 100 of 2015 concerning Pos UKK. Judging from the assessment of the level of development of the UKK Post, the measure of the success of health services, and the measure of the level of activeness is not running in accordance with what is required by Permenkes No. 100 of 2015. Then for each component such as cadres, health service activities, UKK Post facilities that are inadequate and have not run in accordance with regulations.

Thus, the function of the UKK Post has not played an active role in realizing a healthy and productive working community. There are also functions of the UKK Post, namely, identifying health problems in the work environment and worker resources, developing problem-solving plans in the work environment. Carry out health activities in the work environment through occupational health promotion.

Occupational health efforts include occupational health services, prevention of occupational diseases and fulfillment of occupational health requirements, which in essence is an integration of work capacity, workload, and work environment, with harmony between the three expected performance will increase. The increase in performance will be realized in the form of increased productivity, increased creativity and savings in working time.

According to the Regulation of the Minister of Health of the Republic of Indonesia No. 100 of 2015 concerning Integrated UKK Post, the occupational health effort post, hereinafter referred to as the UKK Post, is a forum for community-based health efforts in informal sector workers managed and organized from, by, for and with the worker community through the provision of health services with the main approach of promotive and preventive, accompanied by simple / limited curative and rehabilitative.

## CONCLUSION

According to the regulation of the Indonesian Minister of Health No. 100 of 2015 concerning Pos UKK, Occupational Health Efforts are carried out through service delivery with the main approaches of planning, organization, implementation and supervision. Of the 4 services, Puskesmas Alai Kota Padang in 2023 only implemented 3 services, namely planning, supervision and implementation services. The implemented UKK program has not reached the target and is effective and has not reached all targets, so it can be said that the vision has not been achieved. Health development, namely the realization of healthy sub-districts towards a healthy Indonesia through Puskesmas in organizing public health efforts in the form of occupational health efforts as part of Development Health efforts.

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