

Government Policy in the Regulation of Nurse Practice in Hospitals

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Abstract

Government policy in the regulation of nurse practice aims to protect the public and nurses through nurse accountability in practice. How nursing regulations are implemented in hospitals, the policies implemented and the strengths and weaknesses in their implementation need to be studied. The purpose of the study is to provide an overview of the implementation of government policies in the regulation of nurse practice in hospitals. The research uses an empirical/sociological juridical approach with descriptive research specifications. Research respondents were the Head of the Cilacap District Health Service, the Director of the Cilacap Regional Hospital, the Head of the Nursing Section, the Head of the Nursing Room and 59 nurses who served at the Cilacap Regional General Hospital. Data collection used in-depth interviews with data analysis using content analysis and qualitative analysis. The results of the research show that in implementing regulations, the roles of the parties involved are in accordance with their proper duties, but not all nurses understand the regulations. The form of practice is nursing care, but there are still weaknesses in supervising the tasks carried out. Suggestions are given to nurses to actively obtain information through print media, electronic media, the internet, seminars, coaching and under be active in organizations.

Keywords: government policy, nurses, regulations

1. Introduction

One of the characteristics of good governance is the realization of quality public services. Public services are an obligation mandated by law to the government to fulfill the rights of its citizens. This is also a demand and dynamics of society in the era of reform, democracy and decentralization Igbokwe-Ibeto, C. J., & Osakede, K. O. (2023)..

Health services are one of the public services that should be provided by the government. These health services should be provided by qualified health workers, including nursing staff. The public demand for quality nursing services is increasing along with the increasing awareness of rights and obligations in society. Therefore, the quality of nursing services must continue to be improved so that health service efforts can achieve optimal results. It is hoped that protection of the interests of the community will be guaranteed through the accountability of nurses in practice.

Nursing professionalism is a social contract between the nursing profession and society. Society has given trust to nurses, so nurses must respond by working based on high competency standards and good moral responsibility. Along with the advancement of technology and science, nursing care carried out by a nurse must be based on nursing science and tips. The form of nursing practice is nursing care that includes assessment, determination of nursing diagnosis, planning, implementing nursing actions and

nursing evaluation. The place of nursing practice includes in clinical settings (hospitals), community and independent practice at home/in groups.

Hospitals are one of the health service efforts that also include nursing services. Nursing services are provided to help clients/patients or their families meet their health needs. The assistance provided is comprehensive and can only achieve its goals if carried out together with other health workers. This means that nursing services in hospitals are always integrated into health services that may be under the coordination of other health workers such as doctors. In other words, nurses in hospitals provide nursing services always together with other health workers. This is in accordance with the hospital's task of providing health services, especially curative efforts in the form of healing patients and restoring physical and mental disabilities which are implemented in an integrated manner with promotive and preventive efforts.

Hospitals need a very strong organizational foundation to be able to survive in the competitive health industry. In this case, human resources cannot be separated because having competent, motivated and trained employees is one of the main elements of an organization and is expected to be the main determinant of the success of the organization. One of the determining factors for an organization in achieving its goals is employee performance. Therefore, company leaders must pay attention to the performance of their employees, because declining employee performance affects the overall performance of the organization (Rahman, H. S., & Mas'ud, F. (2022)).

Along with the dynamics of nursing and added demands from the community for improving the quality of nursing practice, and to provide protection and legal certainty to recipients of health services and nurses, regulations are needed regarding the implementation of nursing practice (Calvin Moorley, RN, and colleagues, 2021). Suggestions are given to nurses to actively obtain information through print media, electronic media, the internet, seminars, coaching and under be active in organizations.

2. Method

This study uses an empirical/sociological juridical approach (socio-legal approach). This research is descriptive. In this case, the Cilacap Regency government policy in the regulation of nursing practice will be described along with factors that may influence the implementation of the regulation at Cilacap Regional Hospital. The data collection method that will be used is Field Study to obtain data in this study, researchers will directly interact with research data sources. In this study, researchers will seek primary data through the interview and survey process. The second method is literature study. The researcher conducted a literature study to dig up secondary data. The population that is used as the subject of the research is all regulations governing nursing practices in hospitals. Respondents in this study included the Head of the Cilacap District Health Office, Director of Cilacap Regional Hospital, Head of Nursing Section, Head of Nursing Room and nurses on duty at Cilacap Regional Hospital. The number of nurses working at Cilacap Regional Hospital is 121 nurses, 39 of whom are divided into 3 work shifts and researchers conducted a survey of 59 nurses

3. Results and Discussion

The Head of the District Health Office realizes that regulations are very important in regulating the practice of the health worker profession. For the regulation of nurse practice in hospitals, the head of the district health office does not regulate it specifically because it is the direct authority of the hospital director. In the task of coaching and supervision, it is carried out through meetings of professional organizations.

If there is a problem related to nurse practice, it is called directly and a personal approach is carried out to talk about the problem and given directions to improve it. For the supervision and coaching of nurses in hospitals, there is a self-supervision mechanism through the nursing committee and the field of care and is responsible to the hospital director. The district health office only plays a role in the management of practice permits.

The government plays a role in regulating health service practices in hospitals in the form of coaching and supervising hospitals, minimizing policy making that is detrimental to the interests of health workers working in hospitals, and ensuring that the public receives health services in accordance with public service provisions, competencies, and standard operating procedures.

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Legal acts or actions that are public law, especially in administrative law carried out by state administrative bodies or officials, can be categorized into three parts by Dye T.R 1981, namely: the first *Beschikking* : It is an act of the government in the field of public law in one aspect. The second *Regeling* : Government actions in public law are in the form of a general and abstract regulation. Through the issuance of regulations, the will of the government is realized together with the legislature or by the government itself. The third *Materiele Daad* : Public legal acts carried out by the government for the public interest carried out in accordance with civil law.

The main values of integrity are independence and impartiality, reliability and caution, and personal responsibility. The administration concept provides for decision-making and implementation processes involving formal and informal actors and structures (Herasymiuk, 2020).

Most of the nurses who work at Cilacap Hospital have become members of professional organizations, namely 55 people (93%) and 4 people (7%) have not become members of the profession because they have just entered the workforce.

Table 1 : Motivation to Become a Member of a Professional Organization

MOTIVATION	NUMBER	FREQUENCIES
Establishing a Sense of Brotherhood	23	41
Protection	12	22
Nurse development information	10	18
Member welfare	3	5
Teaming up with friends	2	4
As long as you join an organization	2	4
Improving services	1	2
TOTAL	59	100

As a professional organization of nurses, PPNI has a role and function as a forum for nurses that encourages the birth of policies for the benefit of nursing in Indonesia. In Law No. 36 of 2014 concerning Health Workers in Article 1 point (16) it is said that Professional Organizations are a forum for gathering health workers of the same profession. And in Article 50 Paragraph (1) it says that Professional Organizations are a forum to improve and/or develop the knowledge and skills, dignity and ethics of the health worker profession (Daud, A. M. (2023).)

4. Conclusion

Regulation is very important in regulating the practice of the health profession. Government policies in regulating nurse practice aim to protect the community and nurses through the accountability of nurses in practice. Acts or legal actions that are public law, especially in administrative law carried out by state administrative bodies or officials, are the role of the government in regulating, namely government actions in public law in the form of a general and abstract arrangement. Through the issuance of regulations, the will of the government is realized together with the legislature or by the government itself.

5. Conflict of Interest

As the corresponding author, I certify that this manuscript is original, and its publication does not infringe any copyright. As the corresponding author I declare that the manuscript has not been previously published, in whole or in part in any other journal or scientific publishing company. Also, the manuscript does not participate in any other publishing process. I also declare there is no conflict of interest. As the corresponding author I declare that all persons listed hereafter were committed in the creation of the paper and were informed about their participation..

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