

ABSTRAK

Kasus kecelakaan kerja pada pekerja di rumah sakit menurut *National Safety Council (NSC)* sekitar 41% lebih tinggi dibandingkan pekerja di sektor industri lainnya. Kasus kecelakaan kerja di RSUD Embung Fatimah Batam tahun 2019 sebanyak 5 kasus, yaitu 4 kasus tertusuk jarum, dan 1 kasus tertimpa cerobong incinerator. Tujuan penelitian ini untuk mengevaluasi Perencanaan dan Pelaksanaan Keselamatan dan Kesehatan Kerja Rumah Sakit.

Penelitian ini adalah penelitian kualitatif dengan pendekatan *indepth interview*. Penelitian dilakukan di Rumah Sakit Umum Daerah Embung Fatimah Batam Tahun 2021. Informan penelitian sebanyak 8 orang, tetapi yang bersedia diwawancarai 4 orang. Pengumpulan data dengan observasi, wawancara, dan dokumentasi. Analisis data secara deskriptif kualitatif melalui pengumpulan data, reduksi data, penyajian data, dan penarikan kesimpulan.

Hasil penelitian menunjukkan bahwa perencanaan K3RS di RSUD Embung Fatimah Batam dengan menyusun kebijakan K3RS, mengidentifikasi sumber bahaya dan bahaya potensial, menyusun pedoman dan SOP K3RS, melakukan latihan dan simulasi K3, mencatat pelaporan kecelakaan kerja dan penyakit akibat kerja. Pelaksanaan K3RS hingga saat ini berlangsung baik. Tim K3RS terus memantau K3 seluruh pegawai. Selama pandemi Covid-19, tim K3RS menetapkan protokol kesehatan dan melakukan upaya preventif dengan vaksinasi Covid-19 seluruh pegawai. Sarana prasarana kegiatan K3RS kurang lengkap. Kegiatan monitoring dilakukan berkala untuk mencegah terjadinya kecelakaan kerja. Evaluasi K3RS dengan melakukan rapat bulanan. Pelaporan dibuat setiap ada kejadian kecelakaan kerja. Faktor pendukung terlaksananya K3RS yaitu adanya kerjasama yang baik, saling peduli sesama pegawai maupun tim K3RS, dukungan semua pihak. Faktor penghambatnya yaitu beberapa pegawai tidak peduli K3, sebagian pegawai melaksanakan program tidak terintegrasi sesuai mekanisme, kurangnya pengawasan pelaporan, tidak adanya analisa evaluasi menyebabkan keberhasilan program tidak terukur, dan tidak ada upaya pengembangan.

Disarankan manajemen RSUD Embung Fatimah Batam menerapkan secara tegas peraturan atau ketentuan K3RS sehingga dapat mencegah terjadinya kecelakaan dan penyakit akibat kerja. Tim K3RS menerapkan program K3RS dan bekerja lebih fokus, meningkatkan sosialisasi K3RS baik kepada anggota tim K3RS, pekerja, pasien, pengunjung, dan masyarakat di lingkungan rumah sakit.

Kata Kunci : Evaluasi, Perencanaan, Pelaksanaan, K3RS

ABSTRACT

According to the National Safety Council (NSC), the number of occupational accidents among workers in hospitals is 41% higher than workers in other industrial sectors. Work accident cases at Embung Fatimah Hospital Batam in 2019 were 5 cases, namely 4 cases of needle sticks, and 1 case of being hit by an incinerator chimney. The purpose of this study was to evaluate the Planning and Implementation of Hospital Occupational Safety and Health.

This research is a qualitative research with an in-depth interview approach. The research was conducted at the Embung Fatimah Regional General Hospital Batam in 2021. The research informants were 8 people, but 4 people were willing to be interviewed. Collecting data by observation, interviews, and documentation. Descriptive qualitative data analysis through data collection, data reduction, data presentation, and drawing conclusions.

The results showed that the K3RS planning at Embung Fatimah Hospital Batam by compiling K3RS policies, identifying sources of hazards and potential hazards, compiling K3RS guidelines and SOPs, conducting K3 training and simulations, recording reports of work accidents and occupational diseases. The implementation of K3RS so far has been going well. The K3RS team continues to monitor the K3 of all employees. During the Covid-19 pandemic, the K3RS team tightened health protocols and made preventive efforts by vaccinating all employees with Covid-19. Infrastructure facilities for K3RS activities are incomplete. Monitoring activities are carried out periodically to prevent work accidents. K3RS evaluation by holding monthly meetings. Reports are made every time there is an accident at work. The supporting factors for the implementation of K3RS are good cooperation, mutual care for fellow employees and the K3RS team, support from all parties. The inhibiting factors are that some employees do not care about K3, some employees implement programs that are not integrated according to the mechanism, lack of reporting supervision, no evaluation analysis causes program success to be immeasurable, and there are no development efforts.

It is recommended that the management of Embung Fatimah Hospital Batam strictly apply the K3RS regulations or provisions so as to prevent accidents and occupational diseases. The K3RS team implemented the K3RS program and worked more focused, increasing K3RS socialization both to K3RS team members, workers, patients, visitors, and the community in the hospital environment.

Keywords: *Evaluation, Planning, Implementation, K3RS*

