

ANALISA SISTEM MANAJEMEN KESELAMATAN DAN KESEHATAN KERJA RUMAH SAKIT SEBELUM DAN SESUDAH AKREDITASI DI RS PANTI WILASA CITARUM SEMARANG

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SMK 3 merupakan bagian integral dari akreditasi rumah sakit. Rumah sakit merupakan salah satu tempat dimana didalamnya terdapat karyawan, pasien, pengunjung, alat-alat medis dan non medis sehingga di dalam rumah sakit terdapat berbagai paparan antara lain, paparan kimia, biologi, ergonomi dan kecelakaan kerja. Sudah saatnya kesehatan dan keselamatan kerja (K3) di rumah sakit, mendapat perhatian khusus. Hal ini terbukti telah dimasukkannya K3 sebagai salah satu pelayanan yang termasuk dalam 12 pelayanan akreditasi. Sistem manajemen kesehatan dan keselamatan kerja (SMK 3) selama ini telah di terapkan dan teruji pelaksanaannya di perusahaan, yang meliputi : komitmen, perencanaan, penerapan, pemantauan, dan tinjauan ulang. Di harapkan dengan di terapkannya SMK 3 di rumah sakit dapat meningkatkan kinerja rumah sakit dan selanjutnya dapat meningkatkan mutu pelayanan rumah sakit. Tujuan dari penelitian ini, maengetahui gambaran penerapan SMK 3 di rumah sakit Panti Wilasa Citarum Semarang, ditinjau dari pedoman standar akreditasi K3 rumah sakit, menilai presentase pencapaian *self assesment* dan menganalisa *outcome* mutu pelayanan rumah sakit sebelum dan sesudah akreditasi, menggunakan indikator efisiensi, kepuasan pelanggan, prestasi kerja dan kondisi kerja. Hasil penelitian menunjukkan pencapaian penilaian standar akreditasi K3 di rumah sakit Panti Wilasa Citarum adalah 78,5%, berarti telah memenuhi standar yang ditaentukan oleh Departemen Kesehatan melalui Komite Akreditasi Rumah Sakit (KARS). Dari penelitian *output* mutu pelayanan sesudah akreditasi K3 menunjukkan, terjadi penurunan angka kesakitan dan angka kecelakaan kerja, *income* rumah sakit mengalami peningkatan. Dilihat dari *outcome* berarti ada peningkatan efisiensi, kepuasan pelanggan, prestasi kerja dan kondisi kerja. Hasil ini diharapkan memberi gambaran sejauh mana rumah sakit Panti Wilasa Citarum menerapkan SMK 3, dan dimasa mendatang rumah sakit di harapkan dapat meningkatkan dan mengembangkan manajemen K3.

Kata Kunci: SMK3, Standar akreditasi

ANALYSIS OF OCCUPATIONAL SAFETY AND HEALTH MANAGEMENT SYSTEM IN PANTI WILASA CITARUM HOSPITAL SEMARANG, BEFORE AND AFTER THE ACCREDITATION

Occupational Safety and Health Management System is an integral part of Hospital Accreditation. Hospital personnel are at risk of disease and accident, many exposures, present in the hospital environment, such as antineoplastic, microbiology, high work speed and ergonomic disorders. This research aimed to describe the implementation of Occupational Safety and Health Management System, and the impact of its program. Observational and interview were utilized to conduct this study. The percentage self-assessment in accreditation hospital was assessed from the accreditation hospital, then analyzing the output of the hospital quality service is observed for the absence number, patients number, hospital income, work accidents number, pain number, then analyze from impact indicators efficiency, customer satisfaction, work performance and working condition. The result from the research, showed the percentage number of the Panti Wilasa Citarum Hospital Health and Safety management system accreditation standard is 78,5%, this means that Panti Wilasa Citarum Hospital has fulfilled the standard which is made by health department through the hospital accreditation committee. From the research outcome it is found, that it has given the influence to decreasing number of pain and number work accident, and also the increasing of income of the hospital. This result concluded that the quality service of the hospital was improved based on efficiency, customer satisfaction, work performance and working condition. This result is expected will be able to give the description of how far the implementation of health and safety management system in Panti Wilasa Citarum Hospital and the future, hospital expected to improve and develop the health and safety management system

Keyword: Output, outcome Work health and safety management system, accreditation standard, output, outcome