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“IMPROVEMENT OF PARTICULAR TIME EMPLOYMENT AGREEMENTS TO THE BPJS EMPLOYMENT PROGRAM AT PT TRIBARA INDO MARINATAMA”

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Abstract

Health is a primary human need that must be met to obtain prosperity. Unfortunately, many people do not have access to adequate health services in their area. This prompted the government to establish a National Social Security System in 2000. PT Tribara Indo Marinatama is a company located in Batam. However, in carrying out its operational activities, the company does not provide social security facilities to its employees. Because the company does not provide adequate BPJS for its employees, they cannot carry out their work safely and comfortably. This is the obligation of every company in Batam City. One of the obligations of employers is to guarantee occupational safety and health. Participation in the National Health Insurance Program is described in Presidential Regulation no. 12 of 2013 concerning Health Insurance, which was later revised in the explanation in Presidential Regulation Number 111 of 2013. As part of its obligations, employers must also participate in the National Health Insurance program. This program is carried out in stages starting January 1, 2014 until no later than January 1, 2019 to cover the entire population in Indonesia.

Keywords: *Healthy, BPJS, PKWT*

Introduction

PT. Tribara Indo Marinatama is one of the companies in Batam City, so far PT. Tribara Indo Marinatama in carrying out its operational activities does not provide the Social Security Administration Agency to its PKWT employees, so that the employee in carrying out work becomes unsafe and comfortable, even though this is the obligation of every company in providing BPJS Employment to employees, the workforce has a role and position which is very important as an actor in development goals.

Methods

The author in this practical work report will carry out three stages of implementation, namely preparation, implementation, and assessment. Here the author describes:

1. Preparation Stage

The initial preparation stage for doing practical work begins with submitting a research proposal to the university, applying for permission to do practical work during working hours and permission to dig up information on matters relating to problems related to the topic of practical work as well as making practical work proposals.

2. Implementation Stage

The implementation phase begins with analyzing the activities at PT. Tribara Indo Marinatama and collects data and materials related to the title. The time required to complete this stage is 1 (one) month.

3. Assessment and Reporting Stage

At the reporting stage, all data and materials obtained will be processed and compared with applicable regulations in Indonesia and compiled into a practical work report, followed by an assessment of practical work by the Management of PT. Tribara Indo Marinatama, and evaluation by the lecturer in the form of a session/presentation. The duration of the report processing is 1 (one) month, along with the practical work period.

Result and Discussion

Activity Output Design

1. Preparation Stage

At this stage, the author sees and knows that PT. Tribara Indo Marinatama does not yet have a written agreement in accordance with the procedures with its workforce. This of course will cause problems for workers who become PKWT if a dispute occurs in the future. The Minister of Manpower of the Republic of Indonesia, Ida Fauziyah, emphasized that Law Number 13 of 2003 concerning Manpower would still apply even though the Job Creation Law was passed.¹

2. Design

PT. Tribara Indo Marinatama and its workforce have not yet or have no agreement at all to bind the two parties, which so far have only been based on verbal agreements. Based on this, the authors designed a draft of a Fixed Time Work Agreement which contains several important matters and must be carried out by both binding parties.

The author carries out practical work at PT. Tribara Indo Marinatama, where employees at PT. Most of Tribara Indo Marinatama recruited through a Specific Time Contract Agreement (PKWT) do not have BPJS facilities, and it turns out that this is not stated in the contract agreement, even though the SOP provided by BPJS for companies that want to register their employees is very

Andi Rustandi, S.Kom., M.TI, "Metode Penelitian Hukum Empiris dan Normatif" <http://andirustandi.com/baca/386/Metode-Penelitian-Hukum-Empiris-dan-Normatif.html>

easy. Here the author will analyze the data obtained at PT. Tribara Indo Marinatama, why did this happen when the BPJS was not given to employees of PT. Tribara Indo Marinatama.

Table 1.1
Number of Employees of PT. Tribara Indo Marinatama
2020-2021

No.	Year	Total	Contract Status	BPJS
1	2020	15	PKWT	TIDAK
2	2021	18	PKWT	TIDAK

3. Manufacture

After the design is made by the author, the author will immediately make a draft agreement for the company. Article by article will be made in accordance with the applicable laws and regulations. By taking into account the rights and obligations of the parties without benefiting or harming either party. This agreement is made fairly.

4. Implementation

After the author drafts the agreement, the author and the company will also apply it directly to the workforce or employees who work at PT. Tribara Indo Marinatama is up to the signing stage by both parties. So that it can create a legal certainty for the parties.

Output Implementation Process

Implementation of Project Outcomes, after the author made some observations and conditions in PT. Tribara Indo Marinatama and the problems faced in the company's internal conditions the author will make a SOP for BPJS employment registration and a PKWT Draft which will later be used by PT. Tribara Indo Marinatama as follows:

The following are 2 ways to register for BPJS Employment, namely online and offline.

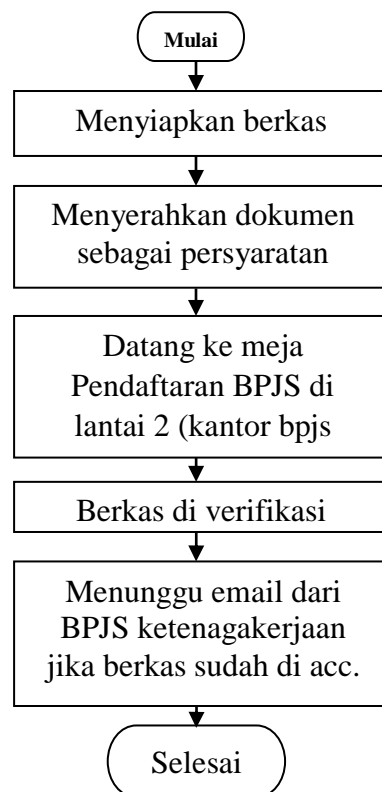


Picture 4.2.1 BPJS Employment registration online

(Sumber: <https://www.online-pajak.com/tentang-pph21/cara-daftar-bpjs-ketenagakerjaan>)

How to register for BPJS Employment online is a step that is quite easy to follow just by having an internet connection. Among them:

1. Go to the official BPJS Employment website:
<http://www.bpjsketenagakerjaan.go.id/>²
2. Select “Register Me”, then choose from 3 options (company, individual or migrant work).
3. When selecting a company, enter the email of the company or group representative to register.
4. Wait for the notification email and follow the next steps.
5. After everything is complete, then you only need to bring the prepared requirements to the BPJS Ketenagakerjaan office.³



Picture 4.2.2 *BPJS Employment SOP Registration Flowchart*

(Sumber: Buatan Pribadi)

The following is how to register BPJS Employment for companies offline:

² <https://www.online-pajak.com/tentang-pph21/cara-daftar-bpjs-ketenagakerjaan>

³ <https://www.pikiran-rakyat.com/nasional/pr-01831449/ungkap-beda-uu-cipta-kerja-dengan-uu-13-tahun-2003-ida-fauziyah-harus-disandingkan>

1. The company's Human Resource Department (HRD) prepares employee document requirements to register with BPJS Ketenagakerjaan
2. After the file for all employees is complete, the company representative brings the file directly to the BPJS Employment office.
3. The file is then verified by the BPJS Employment officer
4. Finally, the company just waits for the file, if it is at the ACC, an email from the BPJS Employment will be sent.



Picture 4.2.3 Photo of Designing Activities for Completion of Contract Drafts with Ms. HRD

Conclusions

One of the obligations and the sound of the agreement is the existence of occupational health and safety guarantees. Participation in the National Health Insurance Program is described in Presidential Regulation no. 12 of 2013 concerning Health Insurance which was later revised in the explanation in Presidential Regulation Number 111 of 2013.

PT. Tribara Indo Marinatama should improve the format of the Specific Time Work Agreement that they have so far because the Specific Time Work Agreement is an Employment Agreement for a certain time, namely an employment agreement between employees and employers to have a working relationship for a certain time or for certain jobs.

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Flowchart Pendaftaran SOP BPJS Ketenagakerjan (*Sumber: Buatan Pribadi*)

Flowchart Pendaftaran SOP BPJS Ketenagakerjan (*Sumber: Buatan Pribadi*)