

ABSTRACT

Evaluation of Public Health Center Improvement Efforts in Pasuruan Regency in the Year 2003

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To accomplish "Healthy Indonesia 2010" through "Healthy Regency 2010", vision and mission of Public Health Centers (PHC) should be conceptually clear supported by serious efforts improving PHC performance. Public Health Center performance illustrates PHC programs and activities in one year time covering input, process, output and performance outcome. The purpose of this research was to evaluate and formulate PHC performance improvement efforts in Pasuruan regency in 2003. The efforts were analysis of human resources, PHC management, PHC program achievement and focus group discussion.

This was a retrospective study using secondary data taken from PHC performance assessment form in all 33 PHCs of Pasuruan regency. Data was analyzed descriptively with tabulation; then it was brought to a focus group discussion, aiming to obtain PHC performance improvement efforts in Pasuruan regency.

Input performance condition stated that PHC personnel in Pasuruan regency, after being counted by authorized staffing list (ASL) method, was exceeding far above necessity, confirmed by PHC staff efficiency indicator < 5 . Process performance condition revealed that planning process was good but implementation and evaluation process were relatively poor, caused by weak PHC management quality. Output performance condition showed lack of program achievements in PHC because of few program socialization, insufficient training and minimal personnel development. The development programs was not optimal either, due to several development programs, dual duties borne by the same person and poor quality of personnel.

A focus group discussion was held involving seven PHC Heads, and the recommendation was as follows: a) excess personnel to fill the vacant post or to train and develop weaker staff; b) recruitment should always involve PIIC; c) all PHC should implement management process of planning and evaluating; d) interprogram and intersectoral coordination should be excellent; e) Regency Health Office should make a specific implementation policy for the development program in accordance with PHC needs and capability; and f) reward system for successful staff.

Key words: performance, improvement efforts, Public Health Center