

Analysis Of Implementation Of The Regent's Decision Of West Tulang Bawang Number B/215/li.02/Hk/Tubaba/2020 Concerning Extension Of Incentives For Health Personnel In The Management Of The Corona Virus Disease Outbreak 2019 (Covid-19) In The Unit And Implementation Of The Health Personnel West Bones (Study On The District Government Of Tulang Bawang Barat)

Zulkarnaen¹, Lintje Anna Marpaung², Baharudin³

^{1,2,3} Program Pascasarjana Magister Hukum Universitas Bandar Lampung
e-mail: Zulkarnaen.sungkai@gmail.com¹, lintje@ubl.ac.id², baharudin@ubl.ac.id³

Abstrak

Pemerintah dan pemerintah daerah bersinergi dalam upaya penanganan Covid-19 dengan mengoptimalkan sistem pelayanan kesehatan guna mengerahkan seluruh sumber daya yang ada termasuk tenaga kesehatan secara terarah, terpadu dan efektif, untuk menangani berbagai kasus Covid-19. Permasalahan dalam penelitian ini adalah bagaimana implementasi SK Bupati Tulang Bawang Barat Nomor B/215/II.02/HK/TUBABA/2020 Tentang Perpanjangan Insentif Tenaga Kesehatan Dalam Penanganan Wabah Corona Virus Disease 2019? Apa kendala dalam pelaksanaan SK Bupati Tulang Bawang Barat Nomor B/215/II.02/HK/TUBABA/2020 tentang Perpanjangan Insentif Tenaga Kesehatan Dalam Penanganan Bencana Wabah Corona Virus Disease 2019 (Covid-19) ? Metode penelitian yang digunakan adalah pendekatan yuridis normatif dan pendekatan empiris, data yang digunakan adalah data sekunder dan data primer dengan analisis kualitatif agar diperoleh hasil penelitian yang benar dan objektif. Hasil penelitian adalah implementasi SK Bupati Tulang Bawang Barat Nomor B/215/II.02/HK/TUBABA/2020 tentang Perpanjangan Pemberian Insentif Bagi Tenaga Kesehatan Dalam Penanganan Corona Virus Disease 2019 wabah (Covid-19) di Unit Pelaksana Teknis Pelayanan Puskesmas dan Dinas Kesehatan. Dinas Kesehatan Tulang Bawang Barat saat ini belum efektif. Kendala dalam melaksanakan SK Bupati Tulang Bawang Barat Nomor B/215/II.02/HK/TUBABA/2020 yaitu kurangnya pemahaman Aparatur Daerah di UPT Pelayanan Puskesmas dan Dinas Kesehatan Dinas Kabupaten Tulang Bawang Barat terhadap SK Bupati Tulang Bawang Barat Nomor B/215/II.02/HK/TUBABA/2020, SDM yang kurang terampil Saran penulis agar Kabupaten Tulang Bawang Barat sebaiknya lebih memperhatikan dan lebih meningkatkan reward atau remunerasi kepada karyawan, hal ini dimaksudkan agar semangat kerja karyawan dapat meningkat.

Kata kunci: *Implementasi, Perpanjangan Insentif, Penanganan Virus Corona 2019*

Abstract

The government and local governments have synergized in efforts to handling Covid-19 by optimizing the service system health in order to mobilize all available resources including health workers in a directed, integrated and effective manner, to dealing with various Covid-19 cases. The problem in this research is how is the implementation of the Decree of the Regent of Tulang Bawang Barat Number B/215/II.02/HK/TUBABA/2020 concerning the Extension of Incentives for Health Workers in Handling the 2019 Corona Virus Disease Outbreak? What are the obstacles in implementing the Decree of the Tulang Bawang Barat Regent Number B/215/II.02/HK/TUBABA/2020 concerning the Extension of Incentives for Health Workers in Handling the Corona Virus Disease 2019 (Covid-19) Outbreak Disaster? The research method used is a normative juridical approach and an empirical approach, the data used are secondary data and primary data with qualitative analysis in order to obtain a

correct and objective research result. The results of the research are the implementation of the Decree of the Regent of Tulang Bawang Barat Number B/215/II.02/HK/TUBABA/2020 regarding the extension of the provision of incentives for health workers in handling the Corona Virus Disease 2019 (Covid-19) outbreak at the Technical Implementation Unit of the Public Health Center Service and the Public Health Service. The Health District of Tulang Bawang Barat is currently ineffective. Obstacles in implementing the Decree of the Regent of Tulang Bawang Barat Number B/215/II.02/HK/TUBABA/2020, namely the lack of understanding of the Regional Apparatus at the Technical Implementation Unit of the Public Health Center Service and the Health Office of the Tulang Bawang Barat Regency against the Decree of the Regent of Tulang Bawang Barat Number B/215 /II.02/HK/TUBABA/2020, the human resources are less skilled. The author's suggestion is that the District of Tulang Bawang Barat should pay more attention and further increase the rewards or remuneration to employees, this is intended so that employee morale can increase.

Keywords: *Implementation, Extension of Incentives, Handling of the 2019 Corona Virus*

INTRODUCTION

Article 28 H paragraph (1) of the 1945 Constitution states that "Everyone has the right to live in physical and spiritual prosperity, to live and to have a good and healthy living environment and to have the right to health services". The provisions in the 1945 Constitution were then implemented with Law Number 36 of 2009 concerning Health. Everyone has the right and obligation to get health in an optimal degree, that's why efforts to improve health status must be continuously pursued to fulfill a healthy life.

In the Disaster Law, there are 3 (three) classifications of disasters, namely Natural Disasters, Non-Natural Disasters, and Social Disasters. Corona Virus Disease 2019 (Covid-19) is a virus/epidemic that spreads over a wide geographic area called an Epidemic. The epidemic referred to in the Disaster Law is categorized as a nonnatural disaster. The characteristics of the Disaster Law in the State of Indonesia in the context of disaster management do not clearly specify the mechanism for preventing and handling disasters between natural, nonnatural and social disasters. The normalization system in Indonesia regulates tasks in an integrated manner which is understood as management activities before a disaster occurs, during an emergency response and after a disaster occurs, which are carried out to prevent, reduce, avoid, and recover from the impact of disasters.

WHO has declared Corona Virus Disease 2019 (Covid-19) a pandemic. The spread of Covid-19 in Indonesia is now increasingly widespread across regions and across countries, accompanied by an increase in the number of cases and/or the number of deaths. This situation is getting impact on the political, economic, social, cultural, defense and security aspects, as well as the welfare of the people in Indonesia, so a comprehensive strategy and efforts are needed to accelerate the handling of Covid19. Observing the spread and transmission of Covid-19 In Indonesia, which is increasingly concerning, the Government through Presidential Decree No. 11 of 2020 concerning the Establishment of a Public Health Emergency of Corona Virus Disease 2019 (Covid-19) has declared Covid-19 as a type of disease that causes disease. public health emergencies and stipulates the Corona Virus Disease 2019 (Covid-19) Public Health Emergency in Indonesia which efforts must be made to overcome them in accordance with the provisions of laws and regulations.

The government and local governments have synergized in efforts to handle Covid-19 by optimizing the health service system so that it can mobilize all available resources including health workers in a directed, integrated and effective manner, to dealing with various Covid-19 cases. Health workers have an important role in breaking the chain of transmission of Covid-19. In breaking the chain of transmission of Covid19, these health workers are of course very at risk of being exposed to Covid-19, so they need appreciation and given awards from the government, both financial and nonfinancial. Financial rewards are given in the form of incentives with a certain nominal based on the risk of exposure and workload, as well as death benefits for health workers who died due to exposure to Covid-19 while on duty. It is hoped

that the provision of incentives and death compensation can increase the morale and work ethic of health workers to provide the best service to accelerate the handling of the Covid-19 pandemic.

Existing problems related to the policy, such as monitoring the quality of donated Personal Protective Equipment are still at the hospital level, financial incentives for health workers are only up to three months, telemedicine reaps the pros and cons of establishing a diagnosis of disease, and psychosocial services in the form of online counseling and manuals are still limited in nature. general. The District Government of Tulang Bawang Barat needs to monitor the availability of quality personal protective equipment as well as incentives for health workers in the District of Tulang Bawang Barat. Continuous financial incentives are needed until the epidemic ends and nonfinancial incentives such as imposing paid sick leave, regulating the right number of working hours, and providing psychosocial services specifically for health workers in Tulang Bawang Barat Regency and increasing the dissemination of information on these psychosocial services.

Facts that occurred in the field in the provision of incentives for Health Workers in handling the Corona Virus Disease 2019 (Covid-19) outbreak at the Technical Implementation Unit of the Public Health

Center Service and the Tulang Bawang Barat District Health Office, namely the provision of incentives for Health Workers who were not smooth and then the provision of personal protective equipment that did not complete and the provision of patient coffins is lacking.

Based on this, the authors are interested in conducting research on the extension of the provision of incentives for health workers in handling the Corona Virus Disease 2019 (Covid-19) outbreak in the Tulang Bawang Barat Regency which the author will adopt in the form of a thesis entitled: **Analysis of the Implementation of the Decision of the Regent of Tulang Bawang West Number B/215/II.02/HK/TUBABA/2020 Regarding the Extension of Incentives for Health Workers in Handling the Corona Virus Disease 2019 (Covid-19) Outbreak at the Technical Implementation Unit of the Public Health Center Service and the Health Service of the West Tulang Bawang Regency (Study on West Tulang Bawang Regency Government).**

METHODS

This study uses a normative juridical approach as the main approach, and an empirical approach. The normative approach is intended to explore and examine the laws and regulations as a basis for researching the problem, which is then based on this the researcher looks at empirically in the practice of implementation.

1. Normative Juridical Approach The definition of a normative juridical approach is doctrinal legal research, which is often referred to as library research or document study, where the approach is by examining the rules and/or norms, rules related to the issues to be discussed. The purpose of this problem approach is to collect various kinds of laws and regulations, theories and literature that are closely related to the problems to be discussed. The normative juridical approach emphasizes the synchronization of several doctrines adopted in the Constitutional Law. The normative juridical approach is carried out through library research by studying theoretical matters concerning legal principles, conceptions, views, legal regulations and laws relating to problems in research. (Soerjono Soekanto. 2010:8)
2. Empirical Approach The understanding of the empirical approach is where the author will go directly to the field on the object of research. The purpose of this is to collect various kinds of primary data that will be obtained directly from the object of research, which will be carried out through observation and interviews with resource persons who have a close relationship with the title and/or problems to be discussed or with the object of research. The empirical approach is intended to implement the Decree of the Regent of Tulang Bawang Barat Number B/215/II.02/HK/TUBABA/2020 concerning the Extension of

Incentives for Health Workers in Handling the Corona Virus Disease 2019 (Covid-19) Outbreak at the Technical Implementation Unit of the Public Health Center Service. And the West Tulang Bawang District Health Office in the West Tulang Bawang District Government

HASIL DAN PEMBAHASAN

Implementation of the Decree of the Regent of Tulang Bawang Barat Number B/215/II.02/HK/TUBABA/2020 concerning the Extension of Provision of Incentives for Health Workers in Handling the Corona Virus Disease 2019 (Covid-19) Outbreak at the Technical Implementation Unit of the Public Health Center Service and the Bone District Health Office West Bawang (Study on the Government of Tulang Bawang Barat Regency)

For the first time the corona virus appeared in China with a complete diagnosis and through electron microscopy, with the shape of the corona virus like particles that can be found in almost all feces samples. This virus is so dangerous that it needs very serious handling to save the community. The first patient announced in Wuhan became the beginning of information for all countries in the world about the impact of this virus. But at first not many people researched or studied the existence of this virus outbreak, only a few people who later researchers from China identified the outbreak so that later this outbreak was known as 2019nCov. Because this epidemic is very dangerous and gives a very deep sense of fear to the world community, including in Indonesia, the state must take firm policies to provide assistance and prevention so that people can be protected from the epidemic and are able to pass and survive this virus.

Circumstances beyond the predictions of the COVID-19 disease outbreak have brought urgent changes to various sectors. The development of the virus quickly spread throughout the world. Every day data around the world reports the increasing coverage and impact of Covid-19. Indonesia is also in a state of national emergency. Transmission of the corona virus or covid19 can be through the mucus of a positive Covid-19 human who jumps to a Covid-19 negative human. The mucus is splashed when a Covid19 human sneezes, coughs, or talks and is then exposed to other people who are negative. In addition, this outbreak is also often transmitted through hands, so to be able to get past the corona virus outbreak, Indonesia must be able to take precautions.

Every community can prevent this transmission by following government instructions, namely social distancing and not leaving the house. Workers are advised to work from home or work from home, maintain cleanliness by always washing hands with soap and running water before carrying out any activities. The rapid spread of the Covid-19 virus has triggered the country to take several actions to be able to save the country and its people. These policies include providing incentives for medical teams who treat patients exposed to the Covid-19 corona virus.

Incentives are a form of direct payment that is based or directly linked to performance and profit sharing for employees due to increased productivity or cost savings. Incentives are generally carried out as a strategy to increase the productivity and efficiency of the company by taking advantage of the behavior of employees who have a tendency to work poorly or not optimally.

Indonesia is one of the countries affected by the corona virus which occurred in early 2020. At the time the corona virus outbreak hit Indonesia, the state was not ready to deal with it, so that a quick reaction to prevention socialization had not been carried out by Indonesia. Finally, the spread of the corona virus outbreak became a very bad thing for all Indonesian people, because many Indonesian citizens were affected by the transmission of this virus, including the health team who became the main group in dealing with this virus outbreak. Therefore, the government has taken a policy to provide incentives for health teams who are fighting against the corona virus in order to provide benefits for the health team and the general public.

In the face of the Covid-19 pandemic, the West Tulang Bawang Regency government provided a policy on providing incentives and death compensation for health workers in handling Covid-19, providing Covid-19 incentives as a form of appreciation and appreciation

for health workers (nakes) who are fighting at the forefront in handling Covid-19. This policy is expected to be able to provide high motivation for medical personnel, humans work to meet their needs, so they expect that by working they will get a commensurate reward that will be used to fulfill these needs.

The policy of providing incentives for health workers in handling the Corona Virus Disease 2019 (Covid-19) outbreak at the Technical Implementation Unit of the Health Center Service and the Tulang Bawang Barat District Health Office is expected to be able to provide motivation for medical professionals in serving patients and help the country to be free from the corona virus outbreak. Covid-19. Incentives are able to provide high motivation for workers, humans work to meet their needs, so that by working they expect appropriate remuneration that will be used to meet these needs. With fair and proper remuneration, it will have an impact on the motivation of workers by providing the ability to work as well as possible and full of responsibility so that productivity increases. The productivity of an organization is influenced by many factors, including decent and fair wages and incentives.

According to Lawrence Meir Friedman's theory that when talking about law enforcement, it means having to discuss the legal system, that the success or failure of the application of the law depends on the legal system running. Therefore, the implementation of the Decree of the Regent of Tulang Bawang Barat Number B/215/II.02/HK/TUBABA/2020 regarding the extension of the provision of incentives for health workers in handling the Corona Virus Disease 2019 (Covid-19) outbreak at the Technical Implementation Unit of the Public Health Center Service and Dinas Health of Tulang Bawang Barat Regency (Study on the Government of Tulang Bawang Barat Regency) based on the Legal System theory states that there are three elements involved in implementing a program, namely:

1. Legal Substance (Legal Substance) Are the rules, norms, and patterns of real human behavior that are in the system, including the products produced by people who are in the legal system, including the decisions they issue or the new rules they compose. Based on the explanation from Eliyana as the Health Service Staff of the Tulang Bawang Barat Regency of Lampung that the Decree of the Regent of Tulang Bawang Barat Number B/215/II.02/HK/TUBABA/2020 has been effective but there are several obstacles in its implementation and the Decree of the Regent of Tulang Bawang Barat Number B/215/II.02/HK/TUBABA/2020 is a rule produced in the legal system that includes a decision on the extension of the provision of incentives for health workers in handling the Corona Virus Disease 2019 (Covid-19) outbreak at the Technical Implementation Unit of the Public Health Center Service and the District Health Office. Tulang Bawang Barat, in the legal system, it can be seen from the obstacles that occur, namely the lack of understanding of the Regional Apparatus at the Technical Implementation Unit of the Health Center Service and the Tulang Bawang Barat District Health Office against the Decree of the Regent of Tulang Bawang Barat Number B/215/II.02/HK/TUBABA/ 2020 Regarding the Extension of Incentives for Health Workers in Handling the Corona Virus Disease Outbreak Disaster 2019 (Covid-19).
2. Legal Structure
Covers legal institutions, legal apparatus and law enforcement systems. The legal structure is closely related to the judicial system implemented by law enforcement officials. Whereas in the structure of the Decree of the West Tulang Bawang Regent Number B/215/II.02/HK/TUBABA/2020, it is closely related to the judicial system implemented by law enforcement officers and there are obstacles, namely human resources who are assigned to the Technical Implementation Unit of the Public Health Center Service and the Public Health Service. The Health of Tulang Bawang Barat Regency is less skilled as can be seen in the Technical Implementation Unit of the Health Center Service and the Health Service of the Tulang Bawang Barat Regency.
3. Legal culture
It is an emphasis on culture in general, habits, opinions, ways of acting and thinking, which direct the social forces in society. In Legal culture, namely the culture developed by law

enforcement officers, there are still some obstacles in implementing the Decree of the Tulang Bawang Barat Regent Number B/215/II.02/HK/TUBABA/2020, namely the quantity of the number of employees in the Unit. The technical implementers of the Puskesmas and Tulang Bawang Barat District Health Offices are still very lacking when compared to the existing task load.

Based on the description above, it can be analyzed that the Implementation of the Decree of the Tulang Bawang Barat Regent Number B/215/II.02/HK/TUBABA/2020 concerning the extension of the provision of incentives for health workers in handling the Corona Virus Disease 2019 (Covid-19) outbreak in the Unit. The technical implementers of the Puskesmas and Tulang Bawang Barat District Health Offices have been implemented but have not been maximized because if the legal product does not run optimally, this is because it is influenced by the legal system itself including legal substance, legal structure and legal culture. That based on this theory, the Implementation of the Decree of the West Tulang Bawang Regent Number B/215/II.02/HK/TUBABA/2020 concerning the extension of the provision of incentives for health workers in handling the Corona Virus Disease 2019 (Covid-19) outbreak at the Technical Implementation Unit of the Public Health Center and the Tulang Bawang Barat District Health Office, which is currently ineffective, resulting in the inadequate provision of incentives for health workers in handling the Corona Virus Disease 2019 (Covid-19) outbreak at the Technical Implementation Unit of the Public Health Center Service and the Health Service of the West Tulang Bawang Regency.

Barriers to the Implementation of the Decree of the Regent of Tulang Bawang Barat Number B/215/II.02/HK/TUBABA/2020 concerning the Extension of Incentives for Health Workers in Handling the Corona Virus Disease 2019 (Covid-19) Outbreak at the Technical Implementation Unit of the Public Health Center Service and the District Health Office Tulang Bawang Barat (Study on the Government of Tulang Bawang Barat Regency).

Barriers are factors or circumstances that limit, hinder, or prevent the achievement of goals; force to force the cancellation of the implementation. Barriers have a very important meaning in carrying out a task or job. A task or work will not be carried out if there is an obstacle that interferes with the work. Barriers are conditions that can cause implementation to be disrupted and not carried out properly. Every human being always has obstacles in everyday life, both from the human itself or from outside humans. Barriers are efforts that exist and come from within oneself that have the nature or aim to weaken and impede them in a non-conceptual manner.

Barriers tend to be negative, namely slowing down the pace of something someone is doing. In carrying out activities there are often several things that hinder the achievement of goals, both obstacles in program implementation and in terms of its development, that in implementing the Decree of the Tulang Bawang Barat Regent Number B/215/II.02/HK/TUBABA/2020 concerning Extension of Incentives Health Workers in Handling the Corona Virus Disease 2019 (Covid-19) Outbreak at the Technical Implementation Unit of the Health Center Service and the Tulang Bawang Barat District Health Office that the program did not run completely smoothly, there were several obstacles experienced by the Technical Implementation Unit of the Public Health Center Service and The District Health Office of Tulang Bawang Barat.

Government policy is a decision taken to consider the conditions that occur in the local community, whether the policy has been implemented or not. Where in implementing government policies by looking at the state of regional development.

Implementation of the Decree of the Regent of Tulang Bawang Barat Number B/215/II.02/HK/TUBABA/2020 concerning the Extension of Incentives for Health Workers in Handling the Corona Virus Disease 2019 (Covid-19) Outbreak at the Technical Implementing Unit of the Public Health Center Service and the Bone District Health Office West Bawang, namely the lack of understanding of the Regional Apparatus at the Technical Implementation Unit of the Health Center Service and the Tulang Bawang Barat District Health Office against

the Decree of the Regent of Tulang Bawang Barat Number B/215/II.02/HK/TUBABA/2020 Regarding the Extension of Incentives for Health Workers in Handling an Outbreak Disaster Corona Virus Disease 2019 (Covid-19), human resources are less skilled as can be seen from human resources or officers on duty at the Technical Implementation Unit of the Public Health Center Service and the Health Service of the Tulang Bawang Barat Regency, in quantity the number of employees in the Technical Implementation Unit of the Service The Puskesmas and the Health Service of the Tulang Bawang Barat Regency are still very lacking if compared to the existing workload.

According to Thomas R Dye, the government's policy is "is whatever governments choose to do or not to do". Dye said that public policy is anything the government chooses to do or not to do. There are two meanings that can be taken from the definition of Thomas R Dye. First, Dye argues that public policy can only be made by the government, not private organizations. Both Dye reaffirmed that the public policy concerns the choices made or not made by the government. In this case, the choice made by the government is an intentional act to do or not to do something. According to Dye, if the government chooses to do something, then of course there is a purpose, because public policy is an action by the government. If the government chooses not to do something, this too is a public policy, which of course has a purpose.

Based on the above, it can be analyzed that based on Thomas R. Dye said that public policy is everything that is done and not done by the government to do something or not to do something, it can also be interpreted as a decision where the government has the authority to use the decision. authoritative decisions, including the decision to let something happen in order to solve a public problem, this can be seen by the ratification of the Decree of the Regent of Tulang Bawang Barat Number B/215/II.02/HK/TUBABA/2020 concerning the Extension of Incentives for Health Workers in Handling Outbreaks of Disasters Due to the Corona Virus Disease 2019 (Covid-19), the policy for the Extension of Incentives for Health Workers has been established by the West Tulang Bawang Regency government. That from the public policy carried out by the West Tulang Bawang Regency government in all matters regarding the Provision of Health Workers Incentives, which in the Decree of the West Tulang Bawang Regent Number B/215/II.02/HK/TUBABA/2020 concerning the Extension of Incentives for Health Workers in The handling of the Corona Virus Disease 2019 (Covid-19) outbreak, both content and objectives are very clear. Where in this policy it is clear that the goal is to expedite the Provision of Health Workers Incentives in the Technical Implementation Unit of the Public Health Center Service and the Tulang Bawang Barat District Health Office in Handling the Corona Virus Disease 2019 (Covid-19) Outbreak.

Based on this theory, the obstacles in implementing the Decree of the West Tulang Bawang Regent Number B/215/II.02/HK/TUBABA/2020 concerning the Extension of Incentives for Health Workers in Handling the Corona Virus Disease 2019 (Covid-19) Outbreak Disaster, especially in the Technical Implementation Unit The Puskesmas Service and the Tulang Bawang Barat District Health Service that occurred were the lack of understanding of the Regional Apparatus at the Technical Implementation Unit of the Puskesmas Service and the Tulang Bawang Barat District Health Office against the Decree of the West Tulang Bawang Regent Number B/215/II.02/HK/TUBABA/2020 concerning Extension of the Provision of Incentives for Health Workers in Handling the Corona Virus Disease 2019 (Covid-19) Outbreak, the human resources are less skilled as can be seen from the human resources or officers assigned to the Technical Implementation Unit of the Public Health Center Service and the Health Service of the Tulang Bawang Barat Regency, in quantity the number of employees in the Technical Implementation Unit of the Public Health Center and The Health Service of Tulang Bawang Barat Regency is still very lacking when compared to the existing task load.

Based on the description above, it can be analyzed that the inhibiting factors for the implementation of the Decree of the Regent of Tulang Bawang Barat Number B/215/II.02/HK/TUBABA/2020 concerning the Extension of Incentives for Health Workers in Handling the Corona Virus Disease 2019 (Covid-19) Outbreak Disaster, especially in Menggala District Regency, namely the lack of understanding of the Regional Apparatus at the

Technical Implementation Unit of the Health Center Service and the Tulang Bawang Barat District Health Office against the Decree of the Regent of Tulang Bawang Barat Number B/215/II.02/HK/TUBABA/2020 Regarding the Extension of Incentives for Health Workers in Handling the Corona Outbreak Disaster Virus Disease 2019 (Covid-19), human resources are less skilled as can be seen from human resources or officers on duty at the Technical Implementation Unit of the Public Health Center Service and the Health Service of the Tulang Bawang Barat Regency, in quantity the number of employees in the Technical Implementation Unit of the Public Health Center Service and the Tulang Bawang Barat District Health Office are still very t is less when compared to the existing task load.

CONCLUSION

Based on the results of discussion and research on the problem, it can be concluded as follows:

- 1 Implementation of the Decree of the Regent of Tulang Bawang Barat Number B/215/II.02/HK/TUBABA/2020 regarding the extension of the provision of incentives for health workers in handling the Corona Virus Disease 2019 (Covid-19) outbreak at the Technical Implementation Unit of the Public Health Center Service and the District Health Office Tulang Bawang Barat, which is currently ineffective, has an impact on the provision of incentives for health workers in handling the Corona Virus Disease 2019 (Covid-19) outbreak at the Technical Implementation Unit of the Public Health Center Service and the Health Service of the West Tulang Bawang Regency.
- 2 Obstacles in implementing the Decree of the Regent of Tulang Bawang Barat Number B/215/II.02/HK/TUBABA/2020 concerning the Extension of Incentives for Health Workers in Handling the Corona Virus Disease 2019 (Covid-19) Outbreak, especially in the Menggala District, namely the lack of understanding of the apparatus Regions at the Technical Implementation Unit of the Health Center Service and the Tulang Bawang Barat District Health Office against the Decree of the West Tulang Bawang Regent Number B/215/II.02/HK/TUBABA/2020 concerning the Extension of Incentives for Health Workers in Handling the 2019 Corona Virus Disease Outbreak (Covid) -19), the human resources are not skilled enough as can be seen from the human resources or apparatus assigned to the Technical Implementation Unit of the Puskesmas Service and the Tulang Bawang Barat District Health Office, in quantity the number of employees in the Technical Implementation Unit of the Health Center Service and the Bone District Health Service West Onion is still very lacking when compared to the workload that is there is.

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Decree of the President of the Republic of Indonesia Number 11 of 2020 concerning the Determination of the Public Health Emergency of Corona Virus Disease 2019 (COVID-19);

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