SEA-TVET Workshop
DEVELOPMENT OF HARMONIZATION OF COMPETENCY STANDARD AND ITS CERTIFICATION SCHEMES

the current development or trends of nursing area by focusing on the general strategies and recommendations to strengthen skills and competencies of TVET graduates

Bekasi, October 11, 2016

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ISSUES

1. The Requirement Of Industry System On Competency Personnel
2. The Need Of Competency Standards For Recruitment, Training And Maintaining Personnel Competencies To Increase Productivity And Competitiveness
3. The Need Of Occupational Standards For TVET To Ensure Link And Match With Industry Needs Of The Competency
4. The Need Harmonization For Recognition For Competency Based Between Industries, Organization, And Business Partner Countries
THE REQUIREMENT OF INDUSTRY SYSTEM ON COMPETENCY PERSONNEL

• Most Industry based system such as ISO 9000 series, ISO 17025, ISO 17024, ISO 17021, ISO 22000, ISO 14000 etc require competence of personnel. Industries implementing the system shall have a management commitment to ensure the use and maintaining the competence of their personnel. In the case of failure in production of services/product caused by personnel, the industry should do retraining and reassess the competence of the personnel.

• Communication of competence development and recognition system and industry based system is not optimum yet. So that some industries have not recognize the system. However, with the effort of the government, industry association, professional association, training provider, and Certification bodies in socialisation of the system, some industries move to implement and recognize

THE NEED OF COMPETENCY STANDARDS FOR RECRUITMENT, TRAINING AND MAINTAINING PERSONNEL COMPETENCIES TO INCREASE PRODUCTIVITY AND COMPETITIVENESS

• The limited availability of competency standard brings difficulty for industries to identify the actual competency needed to inform to the job seeker, Labor Market Information, and training organization. This situation lead forces industry requirements in their recruitment program are limited on formal general education degree, experience in the area and method for selection by psychometric testing.

• The lack of competency standard also bring difficulty for industry in developing modul and curriculum, and to ensure the achievement of the competency effectively and efficiently.

• The lack of competency standard also brings difficulty to industry in doing reassessment of the result of retraining by industry for maintaining the employee competencies, career and remuneration development to improve quality, productivity and competitiveness.
THE NEED OF OCCUPATIONAL STANDARDS FOR TVET TO ENSURE LINK AND MATCH WITH INDUSTRY NEEDS OF THE COMPETENCY

• Based on the RMCS mapping of business functions, the Unit of competency indicate basic function in industry system. This consistent format will enhanced Training Need Analysis in developing training program, modul and curriculum in TVET and ensure the link and match between competency industry needs and the CBT program.

• The format of competency standard based on RMCS show the title of standard as basic function written in performative sentences, the elements indicate the step of the processing activities, and performance criteria indicate the work instruction in every step of production process. These components of RMCS standard found are in line with the structure of curriculum which sequently states Topic of the module, learning outcome, and criteria for evaluation. Therefore with this equivalency of the format and components will lead to the TVET program can ensure the link and match between industry needs and training program.

• Since competency standard developed based on industry system which have been agreed in international convention, most of competency standards are generally equivalent in some countries, therefore it should not be too difficult to harmonize them. Therefore it would be great if countries in the ASEAN region could have integrated program in developing standard, since the development of standard of competency needs a lot of resources (time and money).

THE CORRELATION BETWEEN COMPETENCY STANDARD AND CURRICULUM

<table>
<thead>
<tr>
<th>CBT- Curriculum</th>
<th>Competency Standard (RMCS)</th>
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</thead>
<tbody>
<tr>
<td>1) Learning Topic / Modul</td>
<td>1) Unit Competence</td>
</tr>
<tr>
<td>2) Learning Outcome</td>
<td>2) Elements</td>
</tr>
<tr>
<td>3) Assessment Methods</td>
<td>3) Performance Criteria</td>
</tr>
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<td>4 a) Training Methodology</td>
<td>4) Range of variable</td>
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<td>b) Learning materials</td>
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<td>c) Reference</td>
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</tbody>
</table>
THE NEED HARMONIZATION FOR RECOGNITION FOR COMPETENCY BASED BETWEEN INDUSTRIES, ORGANIZATION, AND BUSINESS PARTNER COUNTRIES

- The differences of competency certification and training scheme in a country moreover in a region are frequent causes to the problem for achieving professional qualification recognition. This condition needs a harmonization of competency standard and its certification scheme in the regions. Harmonization for Recognition HRD-competency based, needs:
  - Harmonized/equivalent competency standards;
  - Harmonized Competency Based Training program/system and organization;
  - Harmonized certification system and scheme;
  - Harmonized Accreditation system and organization.

- To facilitate the need of harmonization above, government should facilitate development of national system for TVET, National System for Competency Standardization, National System for Competency Certification, and regional and international harmonization.

NATIONAL COMPETENCE BASED TRAINING SYSTEM

- Government should develop National Competence Based Training System which should consist of four subsystem i.e: National Qualification Framework and its National Occupational Standardization Framework; TVET and its accreditation system; and Competency Certification System. All of the system, subsystems and frame works should conform and traceable to international standards/guidelines (ILO-RMCS, NQF, ISO etc) to ensure the harmonization.

INTEGRATED COMPETENCY DEVELOPMENT

EDUCATION AND TRAINING - COMPETENCE BASED ORGANIZATION

COMPETENCE CERTIFICATION BODY

DEVELOPING COMPETENCE

ENSURE AND MAINTAIN COMPETENCE

STANDARDS

NATIONAL COMPETENCY BASED TRAINING SYSTEM

N.Q.F
NCS/SKKNI

TRAINING PROGRAMME
• Competency Based
• Demand Driven
• Leveling
• Classical/OJT/APT

FASILITIES
INSTRUCTOR
FUNDS
QMS

TRAINING PROVIDERS

GRADUATES

COMPETENCY ASSESSMENT

CERTIFICATION

COMPETENT WORKERS

EXPERIENCED WORKERS

LABOUR FORCE
EMPLOYED - JOB SEEKER

ACREDITATION

TRAINING COORDINATOR BOARD

BNSP
LSP

TRACEABILITY

• To ensure and maintain the harmonization of competency standard and its implementation, government may facilitate the development traceability framework to ensure the link and match between CBT and CBA.

• ASEAN members may be encouraged to use the Guidelines for Development of RMCS, 2006. The traceability develop from accreditation body both accreditation body for training organization and certification body accreditation followed by training body, certification body, assessment centre, and assessee/trainee. All of the institution and assessee/trainee should conform and traceable to international standards and technical regulation.
STEPS TOWARD HARMONIZATION WITHIN ASEAN MEMBER COUNTRIES

• Steps may be followed for implementation of the harmonization as suggested in ASEAN Concept Note on ASEAN Guidelines on Development of National Framework for Skills Recognition Arrangement 2009 are as follow:
  – ASEAN consensus targeted competency standards for transparency.
  – ASEAN MRA on targeted certification scheme for transparency.
  – Development/identify guidelines/directives: Harmonization of national accreditation body for accrediting training bodies and certification bodies.
  – Identify/establish.revitalize national authority accreditation/licensing body for training provider and Profession Certification Bodies.
  – Training program for human resources (from industries and government) implementing the harmonization.
  – Harmonization of competency standard and industry management system.
  – Development of ASEAN recognition body to harmonize and maintain performance of accreditation body within ASEAN member countries.

THE UMBRELLA of TVET NURSING GRADUATES

1. ACT No. 36/2014 “Health Personal”
2. ACT No.38/2016 “Nursing”
3. PERMENKES “Asisten Tenaga Kesehatan” (draft)
ACT No. 36/2014 “Health Personal”

Pasal 1

1. **Tenaga Kesehatan** adalah setiap orang yang mengabdikan diri dalam bidang kesehatan serta memiliki pengetahuan dan/atau keterampilan melalui pendidikan di bidang kesehatan yang untuk jenis tertentu memerlukan kewenangan untuk melakukan upaya kesehatan.

2. **Asisten Tenaga Kesehatan** adalah setiap orang yang mengabdikan diri dalam bidang kesehatan serta memiliki pengetahuan dan/atau keterampilan melalui pendidikan bidang kesehatan di bawah jenjang Diploma Tiga.

ACT No. 36/2014 “Health Personal”

Pasal 10

(1) Asisten Tenaga Kesehatan harus memiliki kualifikasi minimum pendidikan menengah di bidang kesehatan.

(2) Asisten Tenaga Kesehatan hanya dapat bekerja di bawah supervisi Tenaga Kesehatan.

(3) Ketentuan lebih lanjut mengenai Asisten Tenaga Kesehatan diatur dengan Peraturan Menteri.
ACT No. 36/2014 “NURSING”

Pasal 5
Pendidikan tinggi Keperawatan terdiri atas:
a. pendidikan vokasi;
b. pendidikan akademik; dan
c. pendidikan profesi.

Pasal 6
(1) Pendidikan vokasi merupakan program diploma Keperawatan.
(2) Pendidikan vokasi paling rendah adalah program Diploma Tiga Keperawatan

PERMENKES “Asisten Tenaga Kesehatan” (draft)

Pasal 1
Asisten Tenaga Kesehatan adalah seseorang yang telah lulus paling rendah pendidikan menengah bidang kesehatan (SMK Kesehatan) sesuai dengan ketentuan peraturan perundang-undangan

Pasal 2
Jenis asisten tenaga kesehatan terdiri atas:
a. Asisten perawat (Nurse Assistant);
b. Asisten tenaga kefarmasian;
c. Asisten dental;
d. Asisten ahli teknisi laboratorium medik; dan
e. Asisten teknisi pelayanan darah.
(Draft Permenkes Pasal 14)

Kewenangan Asisten Perawat

1) Pekerjaan yang dilakukan secara mandiri Asisten Perawat, meliputi:
   • menerapkan sikap sesuai dengan peraturan yang berlaku;
   • menghormati hak dan privasi dan martabat pasien;
   • berkomunikasi secara jelas, konsisten dan akurat tentang status pasien sesuai dengan lingkup tugasnya;
   • berinteraksi dengan menghormati budaya pasien/klien atau keluarganya;
   • berinteraksi dan bekerjasama dengan anggota tim lainnya sesuai dengan kebutuhan pelayanan;
   • mengusulkan saran dan memberi umpan balik untuk perubahan di lingkungan kerjanya sendiri;
   • melakukan kebersihan lingkungan keperawatan pasien, meja, tempat tidur, dan kelengkappannya;
   • melakukan personal hygiene pasien termasuk assistensi terhadap pasien;
   • melakukan pencucian peralatan dan melakukan dekontaminasi peralatan keperawatan;
   • membersihkan dan merapihkan alat tenun dan tempat tidur pasien;
   • melakukan asistensi penggantian alat tenun tempat tidur yang ada pasien diatasnya;
   • memberikan makan pasien secara oral.

2) Pekerjaan yang dilakukan Asisten Perawat meliputi:
   • melaporkan hasil observasi sesuai dengan kewenangan yang dilimpahkan oleh perawat;
   • membuat dan menyimpan catatan kegiatan;
   • mengidentifikasi dan melaporkan situasi perubahan yang tidak diharapkan;
   • melakukan bantuan hidup dasar sampai bantuan dari tenaga kesehatan tiba;
   • mengidentifikasi dan melaporkan situasi lingkungan yang dapat membahayakan keselamatan klien/pasien; dan
   • melakukan transportasi/pemindahan pasien.
COMPETENCY STANDARD of NURSE ASSISTANT

<table>
<thead>
<tr>
<th>NO</th>
<th>KODE UNIT</th>
<th>JUDUL UNIT KOMPETENSI</th>
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<tbody>
<tr>
<td>1</td>
<td>KES.VK01.001.01</td>
<td>Melakukan Komunikasi Interpersonal dalam Melaksanakan Tindakan Keperawatan</td>
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<td>2</td>
<td>KES.VK01.002.01</td>
<td>Menerapkan Prinsip Etika, Etiket dalam Keperawatan</td>
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<td>3</td>
<td>KES.VK01.003.01</td>
<td>Menerapkan Prinsip Infeksi Nosokomial</td>
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<td>4</td>
<td>KES.VK02.001.01</td>
<td>Melakukan Personal Hygiene kepada Klien/Pasien</td>
</tr>
<tr>
<td>5</td>
<td>KES.VK02.002.01</td>
<td>Melakukan Perawatan Pirenum (Vulva Hygiene)</td>
</tr>
<tr>
<td>6</td>
<td>KES.VK02.003.01</td>
<td>Menyiapkan Tempat Tidur Sebagai Bagian dari Asuhan Keperawatan</td>
</tr>
<tr>
<td>7</td>
<td>KES.VK02.004.01</td>
<td>Membersihkan Alat-Alat Perawatan</td>
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<tr>
<td>8</td>
<td>KES.VK02.005.01</td>
<td>Melakukan Perawatan Setelah Klien/Pasien Meninggal Dunia</td>
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<td>9</td>
<td>KES.VK02.006.01</td>
<td>Memasang Buli-Buli Panas</td>
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<td>10</td>
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<td>Memasang Kirbat Es</td>
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<td>11</td>
<td>KES.VK02.008.01</td>
<td>Mengukur Tanda-Tanda Vital</td>
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<td>12</td>
<td>KES.VK02.009.01</td>
<td>Menolong Klien/Pasien Buang Air Kecil di Tempat Tidur</td>
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<tr>
<td>13</td>
<td>KES.VK02.010.01</td>
<td>Menolong Klien/Pasien Buang Air Besar di Tempat Tidur</td>
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<td>14</td>
<td>KES.VK02.011.01</td>
<td>Memberi Kompres Dingin</td>
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<td>15</td>
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<td>Memberi Kompres Hangat</td>
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<td>16</td>
<td>KES.VK02.013.01</td>
<td>Membantu Klien/Pasien Duduk di Tempat Tidur</td>
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<td>17</td>
<td>KES.VK02.014.01</td>
<td>Memindahkan Klien/Pasien dari Tempat Tidur Ke Brankard dan Sebaliknya</td>
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<tr>
<td>18</td>
<td>KES.VK02.015.01</td>
<td>Mobilisasi Klien/Pasien Miring Kiri, Kanan dan Berbaring</td>
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</tbody>
</table>

ROLES of NURSE ASSISTANT

NURSING-CARE PROVIDER
- Assisting Nurse to collect data of patient for assessment, NCP, and evaluation.
- Assisting Nurse to implement NCP under Nurse supervision.

NURSING-CARE MANAGER
- Assisting Nurse to manage nursing care in hospital and health center.
- Assisting Nurse to manage Berupa perlengkapan, peralatan dan lingkungan tempat pelayanan kesehatan/keperawatan.
ASSISTANCE in NCP and ASSESSMENT

• Assess vital signs
• Measuring of BW/BT
• Measuring intake and output
• Collecting of specimen
• Urine/fecal examination
• Observing of patient responds toward nursing care implementation

ASSISTANCE in MEETING of NUTRITION & ELIMINATION NEEDS

• Inspect food material
• Give meal to patient
• Provide drinking water and snack
• Help patient for elimination and use urinoir and bedpans
• Empty urinal-bag
• Assist for colostomy care
ASSISTANCE in MOBILITY NEED

- Arrange and change patient position
- Assist ROM
- Assist in patient movement to wheel-chair or branch-car
- Assist client for walking

ASSISTANCE in PERSONAL HYGINE

- Bathing
- Manicure and Pedicure
- Mouth health
- Dental care
- Hair care
- Clothing
ASSISTANCE in SAFETY and COMFORT NEEDS

- Protect patient’s private and secret
- Keep bell in patient range
- Answer patient call soon
- Help patient to communicate
- Give cold and hot compress
- Keep patient environment cleans
- Protect patient for injury on bed
- Keep clean the room
- Make up the bed
- Keep clean instruments
- Give and protect oxygen instrument
- Participate in fire action and patient evacuation

ASSISTANCE in KEEPING ROOM’S EFICIENCIA

- Move the patient
- Carry specimen to laboratory
- Assist the specific procedures
- Assist to currier as needed
WHAT NEXT TO DO?

DEVELOP CERTIFICATION SCHEME

- Certificate II: Caretaker
- Certificate III: Caregiver
- Certificate IV: Old Folk Care
- Certificate V: Old Folk Care Consultant

Thank you for your attention

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