

Review Article

Nurses' salaries in Indonesia

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Abstract

This article aims to describe salary of nurses in Indonesia based on employment status, place of work, and geographical context. The information presented in this paper can be used as basic data or a reference in choosing a job or a career in nursing.

Keywords

Nurses; salary; benefit; reward; Indonesia

Background

During the COVID-19 pandemic, nurses are needed in various health facilities. Even when COVID-19 sufferers are on the rise, several health facilities hire many nurses. It can be said that nurses are heroes during the pandemic globally, including in Indonesia (Gunawan et al., 2020).

Because of the importance of nurses' duties, they are recognized by the Indonesian government in accordance with the applicable law, namely Law Number 38 of 2014 concerning nursing. Furthermore, nursing is a profession; therefore, nursing education and certification are needed in the form of a Registration Certificate (or called Surat Tanda Registrasi - STR) as written evidence from the Indonesian Health Workers Council (or Majelis Tenaga Kesehatan Indonesia - MTKI) to become a nurse (Gunawan et al., 2020).

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A prospective nurse must follow a nursing education program to get the STR, namely a Diploma III (or D3) in nursing for three years and a Bachelor (or S1) plus a Nurse Profession program for six years. Then, nurses can continue to take master (or S2) education to take a nursing specialist degree and a doctoral degree (or S3) in nursing (Gunawan, 2020).

Being a nurse certainly has different roles and functions, determining the amount of a nurse's salary (Gunawan, 2020). The salary of a nurse in a hospital is undoubtedly different from the salary of a nurse at a health center, a nurse who takes care of the elderly, or a nurse who has special skills. Thus, discussion about this salary topic is necessary.

In addition, undoubtedly, it cannot be denied that salary is essential, the need for everyone to fulfill their daily needs. Apart from the calling of the heart or the honor of being a nurse, this salary is also an important factor for prospective students who want to continue their studies in nursing (Gunawan, 2020). Of course, they do not want to choose a career that is not suitable for their future, especially related to their financial life. Therefore, this article discusses how much the salary of nurses in Indonesia. The information presented in this article can be used as basic data or a reference for all in choosing a job or a career in nursing.

The Salary of Nurses in Indonesia

The discussion of nurse salaries in Indonesia is quite complex. In this article, nurse salaries will be discussed based on employment status, place of work, and geographical context.

Nurse salary based on employment status

In this case, nurses' salaries are seen from the status of civil servants (or Pegawai Negeri Sipil - PNS) and non-civil servants (or non-PNS) (Gunawan, 2020).

PNS Nurses

PNS are State Civil Apparatus (ASN) employees appointed as permanent employees by the Personnel Guiding Officer and have a national employment number. PNS nurses will get a basic salary and various allowances with different amounts according to their classification, length of service, and position. The classifications are based on functional positions, ranging from low classification I (a-d) to high classification IV (a-d) (Gunawan, 2020). The detail of the salary is in the following (Herpinto, 2022).

Classification I (elementary and junior high school graduates)

- Classification Ia: IDR 1,560,800.00 - IDR 2,335,800.00
- Classification Ib: IDR 1,704,500.00 - IDR 2,472,900.00
- Classification Ic: IDR 1,776,600.00 - IDR 2,577,500.00

- Classification Id: IDR 1,851,800.00 - IDR 2,686,500.00
- Classification II (Senior high school and DIII graduates)
- Classification IIa: IDR 2,022,200.00 - IDR 3,373,600.00
 - Classification IIb: IDR 2,208,400.00 - IDR 3,516,300.00
 - Classification IIc: IDR 2,301,800.00 - IDR 3,665,000.00
 - Classification IId: IDR 2,399,200.00 - IDR 3,820,000.00
- Classification III (Bachelor to Doctoral graduates)
- Classification IIIa: IDR 2,579,400.00 - IDR 4,236,400.00
 - Classification IIIb: IDR 2,688,500.00 - IDR 4,415,600.00
 - Classification IIIc: IDR 2,802,300.00 - IDR 4,602,400.00
 - Classification IIId: IDR 2,920,800.00 - IDR 4,797,000.00
- Classification IV
- Classification IVa: IDR 3,044,300.00 - IDR 5,000,000.00
 - Classification IVb: IDR 3,173,100.00 - IDR 5,211,500.00
 - Classification IVc: IDR 3,307,300.00 - IDR 5,431,900.00
 - Classification IVd: IDR 3,447,200.00 - IDR 5,661,700.00
 - Classification IVe: IDR 3,593,100.00 - IDR 5,901,200.00

For civil servant candidates (those who just passed the selection, or called CPNS), the salary received is only 80 percent of the salary of a civil servant or PNS. As for the basic salary of PNS nurses, generally, they are in Classification III/a with now working experience period, the salary is IDR 2,579,400.00. However, since September 2021, new CPNS nurses, especially Bachelor (S1 Ners) nurses, are directly in Group III/b, because nurses are professional education with qualifications at level 7 in accordance with Regulation of the Minister of Education and Culture (or Permendikbud) No. 3 of 2020 (Gustinerz, 2021). However, the nurses must meet the credit score every year to advance to a functional class or position.

In addition, PNS nurses are entitled to a number of benefits, such as (1) Attachment Allowance (or called *Tunjangan Melekat*), which includes allowances for wife/husband (10% of salary), children (2% of salary), and food (IDR 72,000 per person); and (2) Performance Allowance (or called *Tunjangan Kinerja - Tukin*), the amount of which varies according to the nurse's functional position, level position, classification, and credit point (RISTEK-BRIN, 2017) (Table 1).

Non-PNS Nurses

Non-PNS nurses consist of PPPK nurses and "honorer" nurses (Aungsuroch et al., 2022). PPPK employment status is a government employee appointed with a work contract agreement in a particular position by the Civil Service Supervisor

in accordance with the needs of Government Agencies and the provisions of the Act. "Honorar" employment status is someone who is appointed by the Civil Service Development Officer or other officials in the government to carry out specific tasks in government agencies whose salaries are paid by the State Revenue and Expenditure Budget (or called APBN) or Regional Revenue and Expenditure Budget (or called APBD).

Although not yet being a civil servant, nurses are still able to receive awards for their professionalism. The existence of STR shows the level of competence of nurses in carrying out their work. Following government regulations, the employer is required to provide a salary in accordance with the Regional Minimum Wage applicable in the local area. However, the salary varies depending on the policies of the clinic, hospital, or healthcare centers where nurses work. The range can reach 2-6 million, including allowances.

Table 1 Functional position, level of position, and amount of allowances

Functional position	Level position	Class	Credit point	Amount of Allowance	Requirements
Skilled nurse (or called Perawat terampil)	Skilled/ implementer (Terampil/ Pelaksana)	II/c	60	IDR 240,000.00	First promotion requirement 1. Diploma III in Nursing; 2. Classification II/c; and 3. The work performance value is at least good value in 1 last year
		II/d	80		
	Advance/Advanced implementer (Mahir/ Pelaksana Lanjutan)	III/a	100	IDR 265,000.00	
		III/b	150		
	Supervisor (Penyelia)	III/c	200	IDR 500,000.00	
Expert nurse (or called Perawat ahli)	Primary (Ahli pertama)	III/a	100	IDR 300,000.00	First promotion requirement 1. Ners educational background 2. Classification III/a 3. The work performance value is at least good value in 1 last year
		III/b	150		
	Young expert (Ahli Muda)	III/c	200	IDR 600,000.00	
		III/d	300		
	Associate (Ahli Madya)	IV/a	400	IDR 850,000.00	
		IV/b	550		
		IV/c	700		
	Master (Ahli Utama)	IV/d	850	IDR 1,400,000.00	Promotion requirement from transfer from another position 1. Having filled the first promotion requirement 2. Having an experience of at least one year in nursing service 3. Maximum 50 years old 4. Having a nurse formation
		IV/e	1050		

Of course, nurses' salaries can be higher if they have more skills, hold important positions, etc. In certain circumstances, non-PNS nurses may also receive more benefits. As in the COVID-19 pandemic in 2020 and 2021, the government provides additional benefits for nurses who care for patients with COVID-19.

Nurse salary based on workplace setting

Nurse salary in hospital

The salary and benefits of nurses in hospitals vary according to the workplace units. However, the basic salary remains the same as the minimum wage based on applicable regulations. Examples are as follows.

Salaries and allowances of emergency nurses range from Rp. 4.4 million to Rp. 7 million per month (Naomi, 2021; Rifka, 2022). This is because an emergency nurse has more experience handling and making decisions in critical situations. New nurses are not recommended to become emergency nurses because they do not have experience and are accustomed to acting swiftly in dealing with emergency patients. Emergency nurses should have at least six months of experience as a nurse. Emergency nurses must also be certified in emergency procedures, such as Basic Trauma Cardiac Life Support (BTCLS), Basic Trauma Life Support (BTLS), Emergency Management Training (PPGD), and General Emergency Life Support (GELS).

The nurse's salary and allowances in the Intensive Care Unit (ICU) are around IDR 4,5 million to IDR 7 million per month (Naomi, 2021; Rifka, 2022). The ICU nurse's responsibilities are similar to those of an emergency room nurse; but they are more likely on standby 24 hours, working in shifts in charge of treating patients dying in the hospital.

Anesthesia nurses' salaries and allowances are around IDR 1,366,973.00 to IDR 2,623,040.00 per month (Naomi, 2021; Rifka, 2022). The nurse anesthetist's job is to detect adverse events, anesthesia for surgery, assist in intervention, communicate with anesthetists, and perform other treatments needed by the patient in the operating room. To become an anesthesiologist, a nurse should have a nurse anesthetist certification obtained from education.

The salary of an operating room nurse (called OR) is around IDR 6 million per month. In addition to the basic salary, OR nurses also receive allowances calculated per patient from IDR 300,000 to IDR 500,000 (Naomi, 2021; Rifka, 2022). The duties of the OR nurse are almost the same as the anesthesiologist because they both work in the operating room. However, to be an OR nurse, a nurse must attend special training because they must be ready if at any time there is an immediate operation call. The task of the OR nurse is to treat patients before, during, and after surgery, as well as convey information to the patient's family.

Meanwhile, the salary of nurses in mental hospitals is around IDR 4 million to IDR 6 million per month (Naomi, 2021; Rifka, 2022). The task of nurses in mental hospitals is to provide mental nursing care, assess the patient's mental condition, understand the patient's condition, provide sensitive patient-centered care, and

ensure that patients do not drop out of drugs during treatment. In addition, nurses must also be ready to accept various treatments for mental patients.

The salary for dental nurses is around IDR 2,712,886 per month (Naomi, 2021; Rifka, 2022). The main task of the Dental Nurse is to carry out dental and oral care activities, including service preparation, service delivery, implementation of collaborative dental and oral health actions, and implementation of particular tasks.

Nurse salary in healthcare centers

The average total salary allowances of nurses at the healthcare center is around IDR 5,2 million to IDR 5,8 million per month (Naomi, 2021; Rifka, 2022). The basic salary of nurses in health centers throughout Indonesia is adjusted to the minimum wage based on employment status, classification, and functional position. What makes the difference is the nurse's allowance, which is also based on employment status and working area, which is divided into ordinary, remote, and very remote work areas (Naomi, 2021; Rifka, 2022) (Table 2).

Remote and very remote areas are seen from the following criteria: (i) located in areas that are difficult to reach or prone to disasters, small islands, island clusters, or coastal areas; (ii) routine public transportation access one time in one week; (ii) the round trip distance from the district capital takes more than six hours; (iii) the available transportation at any time may be hindered by climate or weather; and (iv) difficulty in meeting basic needs and unstable security conditions.

Table 2 Nurses' allowance according employment status and working area

Employment status / Workplace	Remote area (Area terpencil)	Very remote area (Area sangat terpencil)	Ordinary area (area biasa)
PNS	IDR 2,021,035.00	IDR 1,382,335.00	IDR 2,376,712.00
PPPK	IDR 3,021,359.00	IDR 871,333.00	IDR 3,666,081.00
Honorar	IDR 681,022.00	IDR 555,000.00	IDR 1,218,650.00

As shown in Table 2, we can see a comparison of benefits from employment status and work area. Apart from these three employment statuses, there are also usually healthcare centers that hire voluntary nurses and internal nurses, whose benefits allowance is from IDR 300,000.00 to IDR 756,957.00.

Overall, the salary for nurses at the healthcare center is less than the salary for nurses in hospitals, but nurses at the healthcare center also receive other benefits in the form of regional allowances, special incentives for health workers, capitation, health operational costs, official travel or local transportation, transportation costs, and food allowance.

Nurse salary at home care

Homecare nurses are usually in charge of caring for infants, young children, the elderly, and people with special needs. Unlike other types of nurses, home care nurses are not tied to working hours. The salary for homecare nurses is based on the condition of the patients being treated. If the patient requires a lot of medical devices and other difficult factors, the home care nurse's salary will increase. The salaries of homecare nurses range from IDR 2.5 million to IDR 7 million per month (Naomi, 2021; Rifka, 2022).

Nurse salary in beauty clinics

Nurses at beauty clinics work to assist medical doctors in carrying out medical procedures closely related to cosmetics, such as delaying aging treatments, skin lightening, and others. The salary earned by a beauty clinic nurse ranges from IDR 2,500,000 to IDR 5,000,000 per month (Naomi, 2021; Rifka, 2022).

Nurse salary by province

Nurse salaries can also be categorized based on the minimum wage in each province. The following is a list of monthly nurse salaries in 34 provinces in Indonesia based on the 2022 minimum wage of the Government Regulation (PP) Number 36 of 2021 concerning Wages (Figure 1). This rule is a derivative of Law (UU) Number 11 of 2021 concerning Job Creation Law or Omnibus Law (Aditya, 2021).

Nurse incentives during the COVID-19 pandemic

The government provides incentives as a form of appreciation to health workers fighting at the forefront of delivering services for COVID-19 patients in health care facilities. The health service facilities or health institutions include (Ministry of Communication and Informatics, 2020):

1. Hospitals specializing in handling COVID-19, such as the Special Hospital for Infectious Diseases of Prof. dr. Sulianti Saroso and Wisma Athlete Hospital.
2. Hospitals owned by the Central Government, including hospitals owned by the Military/Police or local governments, and privately owned hospitals designated by the Central Government or regional governments.
3. Port Health Office
4. Center for Environmental Health and Disease Control and Center for Environmental Health and Disease Control
5. Provincial and District/City Health Offices
6. Healthcare Center.

7. Laboratories established by the Ministry of Health

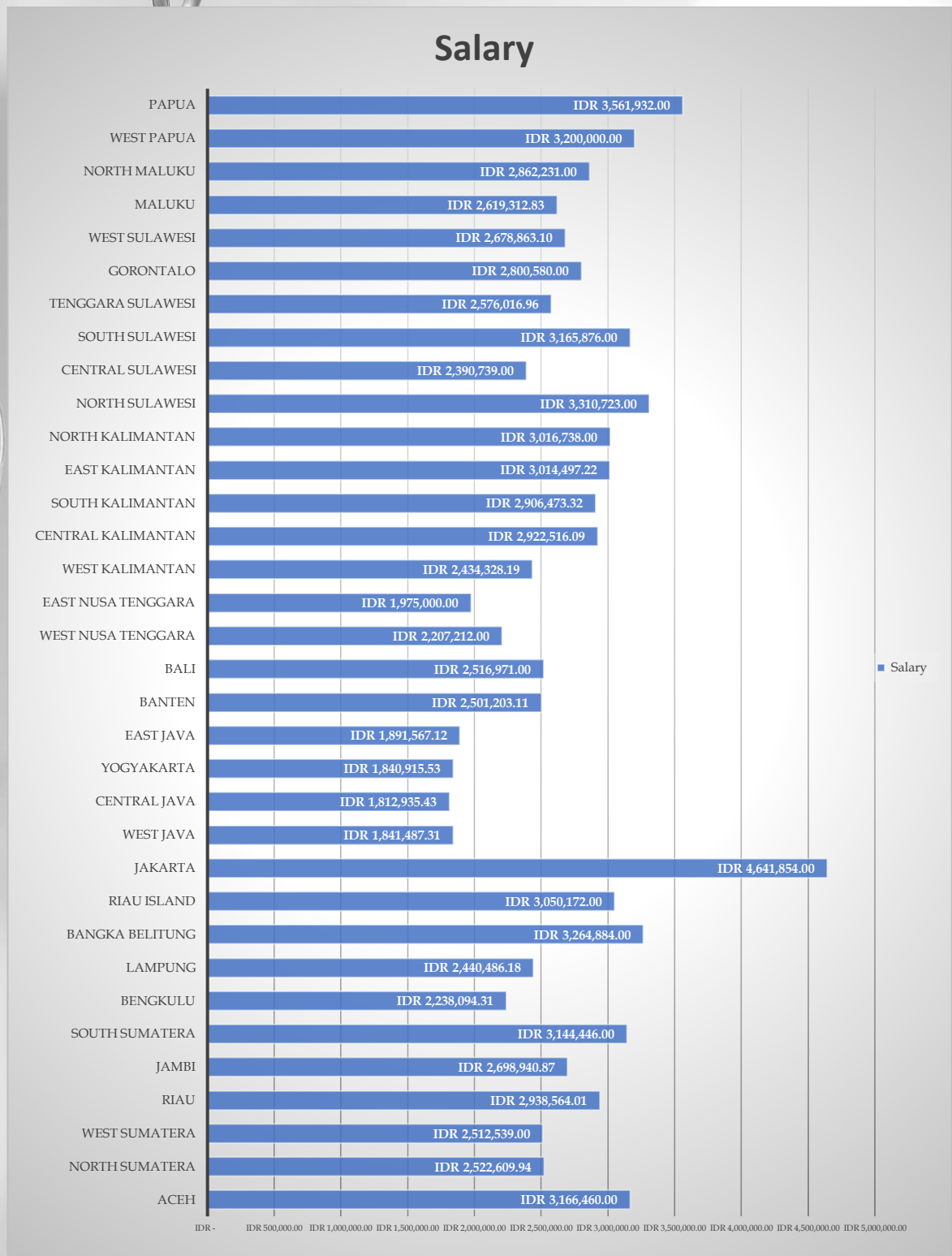


Figure 1 List of monthly nurse salaries in 34 provinces in Indonesia

The types of health workers who receive incentives and death benefits are specialists, doctors, dentists, midwives, nurses, and other medical personnel working in the seven health facilities. The maximum amount of incentives for

health workers in hospitals include Specialist Doctors (IDR 15 million), General practitioners and Dentist (IDR 10 million), Midwives and Nurses (IDR 7.5 million), and Other Medical Personnel (IDR 5 million) ([Ministry of Communication and Informatics, 2020](#)).

The amount of compensation for the death of IDR 300 million was given to health workers who died in providing health services due to exposure to COVID-19 while on duty. However, apart from the government's commitment to providing incentives to health workers, there are many obstacles or delays in its implementation. Not a few health workers complained about this at the beginning of the pandemic. Currently, almost all health workers have received incentives, and the conditions have started to improve.

Discussion

By looking at the data presented above, it can be concluded that there is an imbalance in the salaries and benefits of nurses based on employment status, class, functional position, place of work, and work area. Civil servant nurses' salaries are higher than nurses with other employment statuses. Therefore, many nurses are competing to become civil servants. In addition, when compared to the educational costs in medical or nursing schools, the nominal salary of the nurse is not large ([Gunawan, 2019](#)).

It should also be understood that not all health agencies set the same nominal wages. This is especially true if the nurse is accepted by a private health institution, generally willing to pay higher wages, even in double digits.

In addition, nurses in general also have irregular working hours or based on shifts (morning, afternoon, evening) every eight hours a day, which causes the risk of disease. Therefore, they should get paid more than the others ([Gunawan, 2020](#)). Investment in nurses is not something that is detrimental. But on the other hand, if nurses do not think about the wages because they are satisfied, they will focus more on their work, which will improve the quality of service ([Tosepu et al., 2021](#)).

Conclusion

This article has described the nurses' salaries and benefits based on employment status, place, and area of work. It is hoped that this information can be a reflection for those who want to become nurses or for those who want to increase the salary of nurses in Indonesia.

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Author's Contribution

JG is the sole author of the paper.

Author's Biography

Joko Gunawan, PhD is Director of Belitung Raya Foundation, Indonesia.

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Not applicable.

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