

**Implementasi Peraturan Menteri Dalam Negeri Nomor 16 Tahun 2009
Tentang Standar Kualifikasi Aparatur Pemadam Kebakaran
(Studi Kasus Di BPBD Kabupaten Jombang)**

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Abstrak

Penelitian ini menganalisis implementasi Peraturan Menteri Dalam Negeri Nomor 16 Tahun 2009 tentang Standar Kualifikasi Aparatur Pemadam Kebakaran di Badan Penanggulangan Bencana Daerah (BPBD) Kabupaten Jombang. Permendagri ini menjadi landasan penting untuk memastikan profesionalisme dan efektivitas aparatur pemadam kebakaran melalui penetapan standar kompetensi, pendidikan, pelatihan, dan pengalaman. Menggunakan pendekatan kualitatif dengan metode deskriptif, penelitian ini mengumpulkan data melalui wawancara mendalam dengan kepala seksi pencegahan dan kesiapsiagaan, inspektur, dan beberapa anggota pemadam kebakaran di BPBD Kabupaten Jombang. Selain itu, observasi langsung terhadap kegiatan operasional dan pelatihan, serta studi dokumentasi terhadap kurikulum pelatihan, laporan evaluasi, dan data kualifikasi personil juga dilakukan. Hasil penelitian menunjukkan bahwa implementasi Permendagri Nomor 16 Tahun 2009 di BPBD Kabupaten Jombang belum efektif dan terhambat, khususnya dalam upaya pemenuhan kualifikasi sumber daya manusia petugas pemadam kebakaran. Disebabkan adanya beberapa kendala yang teridentifikasi, seperti keterbatasan anggaran yang memengaruhi ketersediaan sarana dan prasarana pelatihan yang memadai, keterbatasan personel, serta perlunya pelatihan agar lebih relevan dengan karakteristik potensi kebakaran di wilayah Jombang. Oleh karena itu, penelitian ini merekomendasikan penguatan kebijakan dan regulasi ditingkat daerah, pengembangan program pelatihan yang lebih inklusif dan berkelanjutan, optimalisasi alokasi anggaran, serta evaluasi berkala terhadap kepatuhan standar kualifikasi untuk mengoptimalkan kinerja dan profesionalisme aparatur pemadam kebakaran di BPBD Kabupaten Jombang.

Kata kunci: Implementasi, Standar Kualifikasi, Aparatur Pemadam Kebakaran, Permendagri Nomor 16 Tahun 2009, BPBD Kabupaten Jombang.

**Implementation of the Regulation of the Minister of Home Affairs Number 16
of 2009 Concerning the Qualification Standards for Firefighters
(Case Study in the Jombang District BPBD)**

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Abstract

This research analyzes the implementation of the Minister of Home Affairs Regulation Number 16 of 2009 concerning the Qualification Standards for Firefighters at the Regional Disaster Management Agency (BPBD) of Jombang Regency. This regulation serves as an important foundation to ensure the professionalism and effectiveness of firefighters through the establishment of competency standards, education, training, and experience. Using a qualitative approach with a descriptive method, this research collects data through in-depth interviews with the head of the prevention and preparedness section, inspectors, and several firefighters at the BPBD of Jombang Regency. In addition, direct observation of operational activities and training, as well as documentary studies on the training curriculum, evaluation reports, and personnel qualification data were also conducted. The research results show that the implementation of Minister of Home Affairs Regulation Number 16 of 2009 at the Jombang District BPBD has not been effective and is hindered, particularly in efforts to meet the qualifications of human resources for fire department personnel. This is due to several identified constraints, such as budget limitations affecting the availability of adequate training facilities and infrastructure, limited personnel, and the need for training to be more relevant to the fire hazard characteristics in the Jombang area. Therefore, this research recommends strengthening policies and regulations at the local level, developing more inclusive and sustainable training programs, optimizing budget allocation, as well as periodic evaluations of compliance with qualification standards to optimize the performance and professionalism of fire department personnel at the BPBD of Jombang Regency.

Keyword: Implementation, Qualification Standards, Fire Brigade Personnel, Regulation of the Minister of Home Affairs Number 16 of 2009, Jombang District Disaster Management Agency.