
Analysis Of Medical And Health Worker Practice Licenses In Semarang City 2025

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Abstract . A Practice License is a mandatory requirement for medical personnel (doctors and dentists) and health workers (nurses, midwives, pharmaceutical personnel, public health workers, environmental health workers, nutrition workers, biomedical engineering personnel, physical therapy personnel, medical technicians) in carrying out health service practices in accordance with the provisions of laws and regulations. This study aims to describe the Practice Licenses of medical personnel and health workers throughout 2025. The method used is quantitative *descriptive* with a secondary data source in the form of a recapitulation of practice licenses obtained from the Semarang City Health Office. The data was analyzed by presenting in the form of a table based on the profession group and the time of submission. The results showed that practice licenses involved various professional groups with varying numbers, where health workers and nurses were the professional group with the highest number. These findings show that the mechanism for licensing practice licenses has been widely used as a form of fulfilling the legality obligations of health workers' practice. This practice license data is expected to be the basis for evaluation in strengthening the licensing system and supervision of the practice of health workers in Semarang City.

Keywords: Practice License, Medical Personnel, Health Workers

INTRODUCTION

Every medical personnel and health workers who practice are required to have a Practice License to ensure the quality of health services and the safety of the community receiving health services (1). Based on Law Number 17 of 2023 concerning Health, it regulates the procedures for the implementation of licensing and is a reference for institutions authorized in the issuance of practice licenses for medical personnel and

health workers for only 5 years, so that medical personnel and health workers if they want to extend the practice period are required to extend their practice licenses. Article 263 states that every medical worker and health worker who carries out their professional practice is required to have a Practice License issued by the Regional Government where the health worker carries out his practice. If a medical and health worker who practices but does not have a Practice License as written in article 283, it will be subject to administrative sanctions. These sanctions can be in the form of verbal reprimands, written warnings, administrative fines, and revocation of practice licenses (2). Practice Licenses provide various benefits for medical personnel and health workers as well as for the patients themselves. The benefits of a practice license for medical and health personnel can be used as legal protection when carrying out practice and the legality of professional competence. Meanwhile, the benefit for patients is to protect against the risk of incompetent medical and health worker services (3).

However, if medical and health personnel do not have a Practice License, the practice will become illegal, increasing the possibility of medical errors and malpractice, and can be sanctioned. So that this is not only detrimental to patients and health service facilities, but can also harm themselves (4). According to the Central Statistics Agency in 2023, Semarang City has an area of 373.78 Km^2 with a population of 1,694,743 people (5). With such a large population, the need for medical and health personnel continues to increase. Based on the 2024 Semarang City Health Profile, it was found that the number of medical personnel specializing in doctors is 1,475, general practitioners 2,101, dentists 647, dentists 164, nurses 4,933, midwives 1,010, public health workers 226, environmental health workers 100, nutrition workers 345, medical laboratory technology experts as many as 727, biomedical engineering personnel 343, physical therapy workers 328, 674 medical technicians, 1,082 pharmacists, and 1,451 pharmaceutical technical personnel (6).

With a large number of medical personnel and health workers in Semarang City, the management of practice licensing data is an important aspect in the governance of health human resources. Data on the submission and issuance of practice licenses can be used by local governments as a basis for monitoring the legality of health workers' practices, evaluating the distribution of health workers, and planning the needs of health human resources in health care facilities. Data-based management of health worker licensing also supports the strengthening of the health system through increasing transparency, accountability, and supervision of health worker practices so that the quality of health services to the community can be maintained (7).

The large number of health workers indicates that the application for practice permits is relatively high. To apply for the process of making a practice license, every health worker must first have an active Registration Certificate. The preparation of a practice license is divided into two, namely, the submission of a new practice license, for health workers and medical personnel who will practice or practice in a new place and the extension of the practice license (8).

A. New Practice License Application Flow

1. Medical personnel or health workers register health service facilities

2. Creation of a health service facility account in the Health Human Resources Information System (SI-SDMK)
3. Creating an applicant account at SatuSehat
4. Apply for a new practice permit to the MPP Digital (can be downloaded via *playstore*)
5. Checking the status of the application (Verification is carried out by the relevant health service facilities and the Ministry of Health, through SatuSehat SDM)
6. Apply for a place of practice at SatuSehat

B. Practice License Renewal Flow

1. Open the SatuSehat application and add a menu to the job
2. Apply for a practice license extension to MPP Digital (download via *playstore*)

With the existence of a Practice License, in addition to being beneficial for medical and health personnel themselves, it also plays an important role in health service facilities that can ensure the quality of service. Therefore, the data on the application of a practice license is very necessary to see the level of compliance of health workers. This article presents data on the number of applications for medical and health personnel practice permits in Semarang City throughout 2025

METHODS

The method used in this study is quantitative *descriptive*. The variables in this study are the Practice Licenses of medical personnel and health workers based on the type of personnel, the number of practice licenses, and the time of issuance of practice licenses. The data source was obtained from secondary data, namely a recap of the 2025 Practice License from the Semarang City Health Office. In addition, there are several legal documents that are used as supporting data related to practice licenses. The data collection technique used is the documentation method, namely data collection, the number of applications for a practice license and a literature study. The data will be analyzed by presenting the table and its interpretation.

This research has considered the ethical aspect of research by ensuring that the data used is secondary data that does not contain personal identity (anonymous) and is only used for scientific purpose. In addition, the use of data has obtained permission from the relevant agency, namely the Semarang City Health Office. Thus, this research does not pose a risk to the research subject and has been in accordance with the principles of confidentiality, data security, and health research ethics.

RESULT

Based on Law Number 17 of 2023 concerning Health, a Practice License is written evidence given to medical personnel and health workers as the authority to practice health services in accordance with laws and regulations. Practice licenses must be owned by medical personnel and health workers as a form of legality of practice to ensure the quality of service and safety of the community receiving health services. The following Practice Permits for medical personnel and health workers throughout 2025 are divided into several groups, including:

1. Doctor

The types of medical personnel included in the group of doctors are general practitioners, specialist doctors, and subspecialist doctors. The following is a doctor's group practice license throughout 2025 at the Semarang City Health Office.

Table 1 Doctor's Group Practice License in 2025

PROFESSION	MONTHS												JML
	Jan	Feb	Mar	Apr	May	June	Jul	Ags	Sep	Ok	Nov	Of	
General Practitioner	29	86	46	51	79	78	82	74	50	36	42	61	714
Pediatrician	0	2	1	4	6	7	11	6	2	2	4	4	49
Medical Acupuncture Specialist	0	1	0	0	0	0	0	0	0	0	0	0	1
Anesthesiology and Intensive Care Specialists	0	1	1	2	5	4	7	3	3	3	6	2	37
Andrology Specialist	0	0	0	0	1	0	0	1	0	0	0	0	2
Surgeon	2	1	4	2	5	2	1	3	1	2	4	3	30
Paediatric Surgeon	0	0	0	0	0	1	1	0	1	0	1	0	4
Plastic Surgery and Aesthetic Reconstructive Specialist	0	1	0	0	3	0	0	0	0	1	0	0	5
Neurosurgeon	1	0	0	2	3	6	2	0	0	0	0	1	15
Cardiovascular Thoracic Surgeon	1	1	0	1	3	1	2	0	0	0	0	1	10
Dermatologist and Veneriology Specialist	0	4	2	2	4	3	4	5	14	0	6	3	47
Clinical Pharmacologist	0	1	0	0	0	0	0	0	0	0	0	0	1
Forensic and Medicolegal Specialist	0	0	1	1	0	0	0	1	0	0	4	1	8
Clinical Nutrition Specialist	0	2	4	1	0	4	0	0	0	1	1	0	13
Heart and Vascular Specialist	0	3	1	7	1	1	3	1	1	2	4	0	24
Physical Medicine and Medical Rehabilitation Specialist	0	4	1	1	1	1	1	1	1	1	0	2	14
Specialist in Nuclear and Molecular	0	0	1	0	0	0	0	0	0	0	0	0	1

PROFESSION	MONTHS												JML
	Jan	Feb	Mar	Apr	May	June	Jul	Ags	Sep	Ok	Nov	Of	
Teranostic Medicine													
Occupational Medicine Specialist	0	0	0	1	0	0	0	0	0	0	0	0	1
Specialist in Aviation Medicine	0	0	0	0	0	0	0	0	0	0	0	0	0
Ophthalmologist	0	5	2	0	1	4	0	3	5	4	6	2	32
Clinical Microbiology Specialist	0	0	1	0	0	0	0	2	0	3	3	0	9
Neurologist	1	3	2	0	4	12	2	0	0	3	1	1	29
Obstetrician and Gynaecologist	0	0	0	0	0	19	2	2	6	5	5	1	40
Radiation Oncology Specialist	0	0	0	0	0	2	0	0	1	0	2	0	5
Othopedi and Trauma Specialist	0	0	0	0	6	1	1	1	1	4	6	2	22
Anatomical Pathology Specialist	0	0	0	0	8	0	0	0	2	1	0	0	11
Clinical Pathology Specialist	0	0	0	13	6	0	1	1	2	1	1	2	27
Internal Medicine Specialist	0	19	16	10	11	8	7	9	2	7	7	5	101
Psychiatrist	0	1	6	4	4	2	1	4	0	5	2	0	29
Pulmonology and Pulmonary Respiratory Medicine Specialist	0	0	1	1	1	0	0	2	1	1	2	1	10
Radiology Specialist	0	0	3	5	8	8	0	4	5	3	7	2	45
Ear Specialist, Nose, Throat, Head and Neck Surgery	8	1	0	0	0	0	3	4	1	0	0	5	22
Urology Specialist	2	0	0	0	0	0	0	1	0	0	0	0	3

Source : Secondary Data

Based on Table 1, it was found that the group of Doctor professions that have the most Practice Licenses is general practitioners, namely with 714 Practice Licenses. Meanwhile, with the least practice license, there are Aviation Medical Specialists with the submission of 0 practice licenses during 2025.

2. Dentist

Those included in the group of dentists include, dentists, specialist dentists, and subspecialist dentists. The following is a dentist's practice license throughout 2025.

Table 2 Dentist Group Practice License in 2025

PROFESSION	MONTHS												Jml
	Jan	Feb	Mar	Apr	May	June	Jul	Ags	Sep	Ok	Nov	Of	
General Dentist	0	8	23	41	33	33	30	34	18	25	16	36	297
Pediatric Dentist	0	8	0	0	0	0	0	2	1	1	3	0	15
Forensic Dentist Specialist	0	0	0	0	0	0	0	0	0	1	1	0	2
Dental Specialist	0	10	0	0	0	0	3	2	0	0	1	3	19
Orthodontic Dentist	0	6	0	0	0	0	2	1	2	1	3	2	17
Dentist Specialist in Oral Diseases	0	0	0	0	0	0	0	0	0	0	0	3	3
Periodontic Specialist Dentist	0	1	2	1	3	1	0	2	0	1	2	0	13
Prosthodontic Specialist Dentist	0	0	0	0	0	0	1	0	2	2	2	4	11
Dental Specialist in Medical Radiology	0	1	0	1	3	0	0	0	0	0	0	1	6
Dentist Specialist in Oral and Maxillofacial Surgery	0	0	0	0	0	0	0	0	3	1	3	1	8

Source : Secondary Data

Based on Table 2, the group of Dentists who have the most practice licenses is in Dentists with 297 practice licenses, and the fewest is in Forensic Odontology Specialist Dentists with 2 practice licenses.

3. Clinical Psychology

The type of health worker included in clinical psychology is clinical psychologists. The following is a practice license throughout 2025.

Table 3 Clinical Psychology Group Practice License in 2025

PROFESSION	MONTHS												Jml
	Jan	Feb	Mar	Apr	May	June	Jul	Ags	Sep	Ok	Nov	Of	
Clinical Psychology	1	6	1	2	8	0	2	2	5	3	2	1	33

Source : Secondary Data

Based on Table 3 above, it is obtained that the clinical psychology profession has 33 applications for practice licenses throughout 2025.

4. Nurse

Health workers included in the nurse group are vocational nurses, nurses, and specialist nurses. The following is a nurse practice license throughout 2025.

Table 4 Nursing Group Practice License in 2025

PROFESSION	MONTHS												Jml
	Jan	Feb	Mar	Apr	May	June	Jul	Ags	Sep	Ok	Nov	Of	
Nurse	34	161	164	177	247	265	310	201	185	183	142	181	2250

Source : Secondary Data

Based on Table 4, it is found that the application for a Nurse practice license in 2025 is 2250.

5. Midwives

Health workers who belong to the midwife group consist of vocational midwives and professional midwives. The following is a midwife practice license throughout 2025.

Table 5. Midwife Group Practice License in 2025

PROFESSION	MONTHS												Jml
	Jan	Feb	Mar	Apr	May	June	Jul	Ags	Sep	Ok	Nov	Of	
Midwives	82	29	10	23	16	12	30	35	23	20	21	41	342

Source : Secondary Data

Based on Table 5, it was found that the application for a midwife practice license throughout 2025 was 342.

6. Pharmaceutical Personnel

The types of health workers included in the group of pharmaceutical workers consist of pharmaceutical vocational workers, pharmacists, and specialist pharmacists. The following are the practice licenses for pharmaceutical personnel throughout 2025.

Table 6 Pharmacist Group Practice License in 2025

PROFESSION	MONTHS												Jml
	Jan	Feb	Mar	Apr	May	June	Jul	Ags	Sep	Ok	Nov	Of	
Pharmacist	41	40	35	37	55	54	52	62	59	69	70	61	635
Pharmaceutical Vocational Personnel	2	73	31	27	44	94	40	47	40	61	68	54	581
Pharmaceutical and Food Personnel	0	0	9	1	0	1	0	0	0	5	1	0	17

Source : Secondary Data

Based on Table 6, it was obtained that in the group of pharmaceutical personnel who have the most practice licenses are pharmacists with 635 practice licenses, and the professions that have few practice licenses are Pharmacy and Food Workers with 17 practice licenses.

7. Public Health Workers

The types of health workers included in the group of public health workers consist of public health workers, health epidemiologists, health promotion and behavioral science workers, occupational health supervisors, and health administration and policy personnel. Public health workers do not have a practice license, so there is no data on practice licenses for groups of public health workers (9).

8. Environmental Health Workers

Which is included in the group of environmental health workers, environmental sanitation workers and health entomologist The following is a 2025 license for environmental health workers.

Table 7 Environmental Health Worker Group Practice License in 2025

PROFESSION	MONTHS												JML
	Jan	Feb	Mar	Apr	May	June	Jul	Ags	Sep	Ok	Nov	Of	
Environmental Sanitation Personnel	1	0	0	1	2	2	1	4	2	2	1	1	17

Source : Secondary Data

Based on Table 7, it was found that the environmental sanitation profession submitted 17 practice licenses.

9. Nutritional Energy

The types of health workers included in the nutrition worker group are nutritionists and dietitians. The following is the submission of a license to practice nutrition personnel throughout 2025.

Table 8 Nutrition Worker Group Practice License in 2025

PROFESSION	MONTHS												JML
	Jan	Feb	Mar	Apr	May	June	Jul	Ags	Sep	Ok	Nov	Of	
Nutritionist	0	1	4	2	2	2	3	1	7	1	4	3	30
Dietisin	0	1	0	3	1	0	4	0	1	1	0	3	14

Source : Secondary Data

Based on Table 8, it was found that the highest number of applications for practice licenses was found in the Nutritionist profession with 30 practice licenses, while the least was found in the Dietitian profession with 14 practice licenses.

10. Biomedical Engineering Personnel

The types of health workers included in the biomedical engineering group are radiographers, electromedics, medical laboratory technologists, medical physicists, and prosthetic orthotics. The following is the submission of practice permits for biomedical engineering personnel throughout 2025

Table 9 Biomedical Engineering Group Practice License in 2025

PROFESSI ON	MONTHS												JML
	Jan	Feb	Mar	Apr	May	June	Jul	Ags	Sep	Ok	Nov	Of	
X-ray	1	5	6	15	12	0	9	19	4	7	5	5	88
Electromedi cal	2	6	1	1	0	5	1	2	7	6	1	1	33
Medical Lab Technology	0	0	14	42	31	1	16	12	14	17	19	29	195

PROFESSI ON	MONTHS												JML
	Jan	Feb	Mar	Apr	May	June	Jul	Ags	Sep	Ok	Nov	Of	
Energy													
Medical Physicist	0	0	0	0	0	1	1	3	2	1	1	1	10
Prosthetic Orthotics	1	0	0	0	1	0	0	0	0	0	0	0	2

Source : Secondary Data

Based on Table 9, in the group of professional biomedical engineering personnel with the most practice licenses in Medical Laboratory Technology Personnel, there are 195 practice licenses, and the least

11. Physical Therapy Personnel

The types of health workers included in physical therapy include physiotherapists, occupational therapists, speech therapists, and acupuncturists. The following are the number of applications for physical therapy personnel practice permits throughout 2025.

Table 10 Physical Therapy Group Practice License in 2025

PROFESSION	MONTHS												JML
	Jan	Feb	Mar	Apr	May	June	Jul	Ags	Sep	Ok	Nov	Of	
Physiotherapist	0	8	8	4	7	2	15	15	16	9	5	7	96
Occupational Therapist	0	0	0	0	0	10	0	1	0	3	1	2	17
Speech Therapist	0	0	0	0	0	9	0	1	1	0	0	1	12
Acupuncture	0	0	0	0	1	1	0	0	1	0	0	0	3

Source : Secondary Data

Based on Table 10, it was found that the group of Physical Therapists with the most practice licenses in the Physiotherapist profession had 96 practice licenses, and the least 3 practice licenses in the Acupuncture profession.

12. Medical Technician

The group of medical technicians consists of medical recorders and health information, cardiovascular technicians, blood service technicians, optometrists, dental technicians, anesthesiologists, dental and oral therapists, and audiologists. The following is the submission of practice permits for medical technician groups throughout 2025.

Table 11 Medical Technician Group Practice License in 2025

PROFESSION	MONTHS												JML
	Jan	Feb	Mar	Apr	May	June	Jul	Ags	Sep	Ok	Nov	Of	
Medical Recorder & Infokes	3	8	15	15	17	2	15	20	14	11	11	17	148
Blood Service Technician	1	1	3	2	1	9	3	0	1	0	1	1	23
Optometrist	0	2	1	2	6	2	2	5	3	6	5	7	41
Dental Technician	0	0	0	0	0	0	0	0	0	0	0	1	1
Anesthesia	0	2	1	3	1	3	0	0	0	0	3	1	14

PROFESSION	MONTHS												JML
	Jan	Feb	Mar	Apr	May	June	Jul	Ags	Sep	Ok	Nov	Of	
Stylist													
Dental and Oral Therapist	0	0	0	0	0	39	13	17	10	11	36	29	155

Source : Secondary Data

Based on Table 11 in the Medical Technician professional group, the profession with the most practice licenses in Dental and Oral Therapists is obtained as many as 155 practice licenses, and the fewest in Dental Technicians as many as 1 practice license.

DISCUSSION

Based on Law Number 17 of 2023 concerning Health, it regulates the procedures for the implementation of licensing and serves as a reference for authorized institutions in issuing practice licenses for medical and health workers. The law regulates several matters related to practice licenses, namely practice licenses that have been issued are declared to remain valid until the validity of the practice license expires, the issuance of practice licenses that have been completed in the verification process and meet the requirements are declared valid until the expiration of the practice license, and the issuance of practice licenses that are still in the initial process before verification is adjusted to the provisions in Law Number 17 The year 2023 is about Health.

Ownership of a practice license is important in ensuring the quality of health services and patient safety. Previous research stated that the licensing system for health workers functions as a quality control mechanism, legal protection, and a means of supervision of health service practices (10). With a practice license, health workers have a legal basis in carrying out their practice according to their competence and authority, while the community gets a guarantee that services are provided by licensed and officially registered health workers.

The results of the study show that the Practice Licenses for medical personnel and health workers in Semarang City throughout 2025 involve various professional groups with varying numbers. This variation reflects the difference in the number of medical and health personnel, the scope of services, and the need for health services in each field. The high number of practice license submissions illustrates that the licensing mechanism has been used as a form of fulfilling administrative obligations and the legality of practicing medical and health workers.

1. Doctor

Based on Table 1, the high number of applications for practice licenses shows that medical personnel have fulfilled the legality of the practice. The 2024 Semarang City Health Profile found that the number of active general practitioners was 2,101 and specialist doctors were 1,475. The number of applications for a practice license in 2025 for the general practitioner profession is 714 and specialist doctors are 647. According to the Minister of Health Regulation Number 33 of 2015, the ratio of HR planning for general practitioners is 50 doctors per 100,000 population, while specialist doctors are 12 per 100,000 population. This shows that the ratio of doctors to specialist doctors in Semarang City has met the set planning standards (11).

2. Dentist

The number of applications for dental practice licenses in Table 2 states that the licensing administration of dentists has been implemented properly. The number of applications for a practice license in 2025 in the dentist profession is 297 and specialist dentists are 94. The 2024 Semarang City Health Profile found that the number of active dentists is 647 and specialist dentists are 164. Based on the Minister of Health Regulation Number 33 of 2015, the standard ratio of HR planning is 14 dentists per 100,000 population. This shows that the group of dentists in Semarang City has met the set standards of the planning ratio (11).

3. Clinical Psychology

Based on Table 3, the number of applications for clinical psychology practice licenses is relatively limited, reflecting the characteristics of the specialized profession and the limited number of clinical psychologists. Until now, there is no standard national ratio standard for clinical psychology.

4. Nurse

According to Table 4, nurses are health workers with the most applications for practice permits up to 2,250 practice permits. This shows that the fulfillment of the legality of practice in the nurse group has been carried out well. Based on the 2024 Semarang City Health Profile, the number of active nurses reached 4,933. Permenkes Number 33 of 2015 standard HR planning ratio of 200 nurses per 100,000 population., which shows that the availability of nurses in Semarang City has met the set planning (11).

5. Midwives

Table 5 shows the relatively high number of applications for midwives practice licenses, this reflects the active role of midwives in licensing administration. According to the 2024 Semarang City Health Profile, the number of active midwives is 1,010. The Minister of Health Regulation Number 33 of 2015 has a standard ratio of 130 midwives per 100,000 population, which indicates that the availability of midwives in Semarang City has met the planning standards (11).

6. Pharmaceutical Personnel

Table 6 states that the number of pharmacy practitioner practice licenses is relatively high, reflecting the active role of pharmacists, pharmaceutical vocational personnel, and pharmacy & food workers in the licensing system. The 2024 Semarang City Health Profile shows the number of pharmaceutical workers as many as 1,451 and pharmacists as many as 1,082. Permenkes Number 33 of 2015 the standard pharmacist ratio is 15 per 100,000 population, indicating that the availability of pharmacists in Semarang City has met the set planning standards (11).

7. Public Health Workers

Based on Circular Letter Number: HK.02.02/F/536/2024 concerning Exemption from Registration Certificates for Health Workers Graduates of Academic Education after the issuance of Law Number 17 of 2023 concerning Health, it is stated that there is an exemption from Registration Certificates (STR) for health workers who have graduated from academic education (S1/S2/S3) consisting of groups of public health workers, environmental health workers, pharmaceutical workers, nutrition personnel, biomedical engineering personnel, and medical technicians. However, these personnel can practice if they have completed

professional education and are given a professional certificate. Because public health workers do not have professional certification, so health workers do not have an STR which is a requirement for making a practice license. Therefore, public health workers do not have a license to practice (12)

8. Environmental Health Workers

Table 7 shows that the practice licenses of environmental health workers are relatively limited, this can be influenced by the characteristics of the profession and the limited number of available personnel. Until now, there is no standard national ratio standard for environmental sanitation workers.

9. Nutritional Energy

Table 8 shows that nutritionists, such as nutritionists and dieticians, are active in the legality of the practice. The 2024 Semarang City Health Worker Profile shows that the number of nutrition workers is 345. According to the Minister of Health Regulation Number 33 of 2015, the standard ratio of human resources planning is 18 nutrition workers per 100,000 population. This shows that the availability of nutrition workers in Semarang City has met the set planning standards (11).

10. Biomedical Engineering Personnel

Based on Table 9, it shows that the number of biomedical engineering personnel is relatively high. This shows the active role of biomedical engineers in the legality and administration of licensing.

11. Physical Therapy Personnel

Table 10 shows the active involvement of physical therapists in fulfilling the legality of the practice. According to the 2024 Semarang City Health Profile, there are 328 physical therapy workers. Permenkes Number 33 of 2015 standard planning ratio of physical therapy human resources is 6 per 100,000 population, which shows that the availability of physical therapy workers in Semarang City has met the set planning standards (11).

12. Medical Technician

Based on Table 11, the number of practice licenses in the medical technician group is relatively high. This indicates the active role of medical technicians in licensing administration. The 2024 Semarang City Health Profile shows that the number of medical technicians is 674. The Minister of Health Regulation Number 33 of 2015 has a standard planning ratio of human resources for medical technicians of 18 per 100,000 population, which shows that the availability of medical technicians has met the set planning standards (11).

From a health governance perspective, data-driven management of health worker licensing plays an important role in planning and monitoring health human resources. A study by the World Health Organization confirms that integrated health worker licensing data can support health worker distribution planning, practice supervision, and improvement of health service quality (13). This is in line with the use of digital systems such as MPP Digital and SatuSehat in the process of applying for a practice license, which aims to improve the efficiency and transparency of public services (14).

Based on a discussion with one of the employees of the Semarang City Health Office, starting in 2024, the creation of a Practice License will be carried out online through the MPP Digital application. The

Semarang City Health Office has developed various innovations to improve the ease of licensing. One of these innovations is *the coaching clinic*, which is a direct mentoring activity provided during the process of making a practice license. In addition to coaching clinics, the Semarang City Health Office also provides consulting services and *a licensing helpdesk*, cross-sector coordination with Public Service Malls (MPP) to speed up the verification process and issuance of practice licenses.

The digitization of health licensing services through the online system is part of reform efforts to improve the quality of public services in the health sector. The use of electronic systems allows the licensing process to be carried out faster, more transparently, and facilitates data integration between government agencies. According to the World Health Organization, the use of an integrated health information system can strengthen the management of health workers, improve the accuracy of licensing data, and support evidence-based decision-making in health human resource planning (15). Thus, the implementation of digital systems such as MPP Digital and integration with the SatuSehat platform not only facilitates the process of applying for a practice license, but also plays a role in increasing the effectiveness of supervising the practice of health workers and strengthening health service governance at the regional level. Thus, the presentation of practice license submission data in this study not only illustrates the legality of the practice of medical personnel and health workers, but also provides an overview of the dynamics of health worker licensing governance that is increasingly integrated with the digital system of public services.

CONCLUSION

The Practice Permit for medical and health personnel in the city of Semarang throughout 2025 involves various professions with different numbers. The group of nurse health workers is the profession with the highest practice licenses, but other professions such as doctors, dentists, midwives, pharmacists, and other health workers show active participation in the issuance of practice licenses. This shows that the licensing mechanism has been widely used as a form of fulfilling the legality obligation of practice. Data on the submission of practice licenses can be used as an initial indicator in supervising the practice of health workers, so that local governments can ensure that health services are provided by personnel who have the authority to practice in accordance with laws and regulations.

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