

REGULATION OF THE MINISTER OF MANPOWER
OF THE REPUBLIC OF INDONESIA
NUMBER 1 OF 2025

ON

AMENDMENT TO REGULATION OF THE MINISTER OF MANPOWER
NUMBER 5 OF 2021 ON PROCEDURES FOR THE ADMINISTRATION OF
EMPLOYMENT INJURY SECURITY, DEATH SECURITY, AND OLD-AGE
SECURITY PROGRAMS

BY THE BLESSINGS OF ALMIGHTY GOD

MINISTER OF MANPOWER OF THE REPUBLIC OF INDONESIA,

- Considering : a. that to increase the certainty of protecting members, it is necessary to make adjustments to the arrangements for membership, benefits related to suspected employment injuries and occupational diseases, and reporting within the administration of employment injury security and death security programs;
- b. that to implement the provisions of Article 25A and Article 25B of Government Regulation Number 49 of 2023 on the Second Amendment to Government Regulation Number 44 of 2015 on Administration of Employment Injury Security and Death Security Programs, it is necessary to make changes related to the administration of employment injury security, death security, and old-age security programs.
- c. that based on the considerations as referred to in point a and point b, it is necessary to issue a Regulation of the Minister of Manpower on Amendment to Regulation of the Minister of Manpower Number 5 of 2021 on Procedures for the Administration of Employment Injury Security, Death Security, and Old-Age Security Programs;
- Observing : 1. Article 17 section (3) of the 1945 Constitution of the Republic of Indonesia;
2. Law Number 40 of 2004 on National Social Security System (State Gazette of the Republic of Indonesia of 2004 Number 150, Supplement to the State Gazette of the Republic of Indonesia Number 4456);
3. Law Number 39 of 2008 on State Ministries (State Gazette of the Republic of Indonesia of 2008 Number 166, Supplement to the State Gazette of the Republic of Indonesia Number 4916) as amended by Law Number

4. 61 of 2024 on Amendment to Law Number 39 of 2008 on State Ministries (State Gazette of the Republic of Indonesia of 2024 Number 225, Supplement to the State Gazette of the Republic of Indonesia Number 6994);
5. Government Regulation Number 44 of 2015 on Administration of Employment Injury Security and Death Security Programs (State Gazette of the Republic of Indonesia of 2015 Number 154, Supplement to the State Gazette of the Republic of Indonesia Number 5714) as amended several times and last by Government Regulation Number 49 of 2023 on the Second Amendment to Government Regulation Number 44 of 2015 on Administration of Employment Injury Security and Death Security Programs (State Gazette of the Republic of Indonesia of 2023 Number 128, Supplement to the State Gazette of the Republic of Indonesia Number 6893);
6. Government Regulation Number 46 of 2015 on Administration of Old-Age Security Program (State Gazette of the Republic of Indonesia of 2015 Number 156, Supplement to the State Gazette of the Republic of Indonesia Number 5716) as amended by Government Regulation Number 60 of 2015 on Amendment to Government Regulation Number 46 of 2015 on Administration of Old-Age Security Program (State Gazette of the Republic of Indonesia of 2015 Number 187, Supplement to the State Gazette of the Republic of Indonesia Number 5730);
7. Presidential Regulation Number 109 of 2013 on the Staging of Social Security Program Membership (State Gazette of the Republic of Indonesia of 2013 Number 253);
8. Presidential Regulation Number 164 on the Ministry of Manpower (State Gazette of the Republic of Indonesia of 2024 Number 360);
9. Regulation of the Minister of Manpower Number 5 of 2021 on Procedures for the Administration of Employment Injury Security, Death Security, and Old-Age Security Programs (State Bulletin of the Republic of Indonesia of 2021 Gazette Number 247);
10. Regulation of the Minister of Manpower Number 20 of 2024 on Organization and Work Procedures of the Ministry of Manpower (State Bulletin of the Republic of Indonesia of 2024 Number 1038);

HAS DECIDED:

To issue : REGULATION OF THE MINISTER OF MANPOWER ON AMENDMENT TO REGULATION OF THE MINISTER OF MANPOWER NUMBER 5 OF 2021 ON PROCEDURES FOR THE ADMINISTRATION OF EMPLOYMENT INJURY SECURITY, DEATH SECURITY, AND OLD-AGE SECURITY PROGRAMS.

Article I

Several provisions in Regulation of the Minister of Manpower Number 5 of 2021 on Procedures for the Administration of

Employment Injury Security, Death Security, and Old-Age Security Programs (State Bulletin of the Republic of Indonesia of 2021 Number 247) are amended as follows:

1. Between point 12 and point 13 of Article 1, 2 (two) points are inserted, namely point 12a and point 12b, and the provisions of point 37 are amended so that Article 1 reads as follows:

Article 1

1. Employment Injury Security (*Jaminan Kecelakaan Kerja*), hereinafter referred to as JKK, means a benefit in the form of cash and/or medical care that is provided when a member has Employment Injury or disease caused by work environment.
2. Death Security (*Jaminan Kematian*), hereinafter referred to as JKM, means a benefit in the form of cash given to the beneficiaries of members deceased not caused by employment injury.
3. Old-Age Security (*Jaminan Hari Tua*), hereinafter abbreviated as JHT, means cash benefits paid at once when the members reach retirement age, pass away, or suffer from any total permanent disability.
4. Employment Injury means an accident occurred during employment relations, including the accident occurred during the commutes from home to the workplace or vice versa, and disease caused by work environment.
5. Occupational Disease (*Penyakit Akibat Kerja*), hereinafter abbreviated as PAK, means a disease caused by work and/or work environment.
6. Workplace means any space or field closed or open, movable or fixed, where Workers work or which is often accessed by Workers for the purposes of a business and where there are sources or hazardous sources.
7. Disability means the reduction or loss of bodily functions or loss of limbs which directly or indirectly results in reduced or lost ability of a Worker to perform their job.
8. Partial Anatomical Disability means a condition of dysfunction or partial loss of limbs which directly or indirectly causes the reduced or lost ability of a Worker to perform their job.
9. Partial Functional Disability means a condition of dysfunction or partial loss of function of the limbs which directly or indirectly causes the reduced or lost ability of a Worker to perform their job.
10. Permanent Total Disability means a disability causing a person's inability to perform work.
11. Employer means an individual, entrepreneur, legal entity, or other entities employing workers or state administrator employing civil servants by paying them salary, Wage, or other forms of remuneration.
12. Non-State Administrator Employer means individuals, entrepreneurs, or other entities that

employ workers by paying Wages or other forms of remuneration.

- 12a. Civil Service (*Aparatur Sipil Negara*), hereinafter abbreviated as ASN, means a profession for civil servants and contract-based government employees who work in government agencies.
- 12b. Civil Service Management Authority means an official who has the authority to determine the appointment, transfer, and dismissal of ASN Employees, as well as the supervision of ASN Management within government agencies, in accordance with the provisions of legislation.
13. Member means any person including a foreigner national who works for at least 6 (six) months in Indonesia, who has paid contributions.
14. Wage Recipient Member means any person who works for an Employer by receiving Wages or other forms of remuneration.
15. Non-Wage Recipient Member means an individual who runs business activities independently to earn income.
16. Worker means any person who works and earns a salary, a Wage, or other forms of remuneration.
17. Daily Worker means a worker who works for a company to perform certain work that changes in terms of time and continuity of work by receiving a Wage based on daily attendance.
18. Pieceworker means a worker who works for a company to do certain work by receiving Wages based on the volume of work or unit performed.
19. Fixed-Term Employment Contract Worker means a worker who works for an Employer to perform certain work by receiving a Wage that is based on a contract in the employment relationship for a certain period of time or the completion of a certain job.
20. Social Security Agency for Employment (*Badan Penyelenggara Jaminan Sosial Ketenagakerjaan*), hereinafter referred to as BPJS Ketenagakerjaan, means a public legal entity established under Law Number 24 of 2011 on Social Security Agency.
21. Service Channel means a BPJS Ketenagakerjaan service network to provide program information, Member registration, receipt of Contribution, security services both owned by BPJS Ketenagakerjaan and collaborated with third parties.
22. BPJS Ketenagakerjaan Member Card, means a card indicating Membership in BPJS Ketenagakerjaan having a single identity number applicable for employment injury security, old age security, pension security, and death security programs, pursuant to membership stages.
23. Contribution means amount of money paid regularly by the members and/or employers.

24. Wage means Workers' right received and paid in the form of money as compensation from an Employer to the workers received and paid pursuant to employment contract, agreement or legislation, including allowances for the workers and their families for a work and/or service that they have performed or will perform legislation.
25. *Wadah* or specific group, hereinafter referred to as *Wadah* means an organization or association formed by and for Members who do work outside of an employment relationship.
26. Construction Service means construction works planning consultation service, construction works implementation service, and construction works supervisory consultation service.
27. Construction Work means the whole or part of a series of activities on the planning and/or implementation project along with supervision which includes architectural, civil, mechanical, electrical, and environmental planning works including its completeness to construct a building or other physical forms.
28. Construction Work Contract means the whole document that regulates the legal relationship between service users and service providers in the implementation of Construction Work.
29. Construction Service Employer means an individual, entrepreneur, legal entity, or other entity that employs Workers in Construction Services by paying salaries, Wages, or other forms of remuneration.
30. Construction Service User means individual or entity as an assignor or job owner who require Construction Services.
31. Construction Service Provider means an individual or entity whose business activities provide Construction Services.
32. Construction Service Worker means every person who works on Construction Service projects by receiving salaries or Wages.
33. Child means a biological child, stepchild, or legally adopted child according to legislation of a deceased Member who is registered as an heir at BPJS Ketenagakerjaan or Children of Member who experience Permanent Total Disability due to Employment Injury registered at BPJS Ketenagakerjaan.
34. Treating Doctor means a doctor who examines and/or treats Workers who experience Employment Injury or PAK.
35. Advisory Doctor means a doctor appointed by the Minister who has the duty and function to provide medical considerations in determining PAK cases, the percentage of disability due to Employment Injury or PAK, determining Permanent Total Disability, providing recommendations for home

care, and recommendations for return-to-work programs.

36. BPJS Ketenagakerjaan Examiner means an Employee of BPJS Ketenagakerjaan appointed by the Board of Directors of BPJS Ketenagakerjaan and assigned to conduct an investigation of the compliance of Non-State Administrator Employer in accordance with the provisions of legislation.
37. Functional Official of Labour Inspector, hereinafter referred to as Labour Inspectors, means civil servant who are appointed and assigned in full duties, responsibilities, authority, and rights by the authorized official to carry out activities of supervision, inspection, assessment, investigation, and system development of the labour inspection in accordance with legislation.
38. Functional Official of Occupational Safety and Health Assessor, hereinafter referred to as K3 Assessor, means a civil servant who are given full duties, responsibilities, authority and rights by the authorized official to carry out occupational safety and health assessment and competence.
39. Provincial Office means the office administering government affairs in the field of provincial manpower.
40. Minister means the minister administering government affairs in the field of manpower.

2. The provisions of section (2) of Article 2 are amended to read as follows:

Article 2

- (1) Wage Recipient Members include:
 - a. Workers who work for state-administrator Employers; and
 - b. Workers who work for Non-State Administrator Employer.
- (2) Workers who work for state administrator as referred to in section (1) point a other than those with the status of prospective civil servants, civil servants, contract-based government employees, soldiers of the Indonesian Military, members of the Defense Force of Indonesia, state officials, cadets of the Defense Force of Indonesia, and cadets of the Indonesian National Police.
- (3) Workers who work for Non-State Administrator Employers as referred to in section (1) point b include:
 - a. Workers on probation;
 - b. commissioners and directors who receive Wages; and
 - c. supervisors and administrators who receive Wages.

3. Between Article 3 and Article 4, 1 (one) article is inserted, namely Article 3A so it reads as follows:

Article 3A

- (1) Each Civil Service Management Authority is obligated to register non-ASN employees as Members in the JKK program, JKM program, and JHT program at BPJS Ketenagakerjaan in accordance with the provisions of legislation by filling out the following forms:
 - a. Employer registration;
 - b. Worker registration; and
 - c. details of Worker's Contribution.
 - (2) The Civil Service Management Authority submits the form as referred to in section (1) which has been filled in completely including data on non-ASN employees and their family members to BPJS Ketenagakerjaan not later than 30 (thirty) workdays after the registration form is received from BPJS Ketenagakerjaan as evidenced by a receipt.
 - (3) Data on non-ASN employees and their family members as referred to in section (2), include data on beneficiaries of Children's education scholarships.
 - (4) BPJS Ketenagakerjaan must issue a membership number on the same day the registration form is received completely and correctly and the first Contribution is paid in full to BPJS Ketenagakerjaan.
 - (5) BPJS Ketenagakerjaan issues a certificate of membership for the Civil Service Management Authority and BPJS Ketenagakerjaan Membership Card for all non-ASN employees submitted through the Civil Service Management Authority, not later than 7 (seven) workdays after the registration form is received completely and correctly and the first Contribution is paid in full to BPJS Ketenagakerjaan.
 - (6) The Civil Service Management Authority submits BPJS Ketenagakerjaan Membership Card to the Member not later than 3 (three) workdays after it is received from BPJS Ketenagakerjaan.
 - (7) Membership in the JKK program, JKM program, and JHT program comes into force from the time the membership number is issued.
4. The provisions of section (2), section (3), and section (4) of Article 4 are amended and after section (4), 5 (five) sections are added, namely section (5), section (6), section (7), section (8), and section (9) so that Article 4 reads as follows:

Article 4

- (1) In the event that there are data changes, Workers are obligated to submit complete and correct data changes of themselves and their families to the Employer.

- (2) In the event of data changes, non-ASN employees are obligated to submit complete and correct data changes of themselves and their families to the Civil Service Management Authority.
 - (3) The Employer is obligated to submit data changes of Workers and their families as referred to in section (1) to the BPJS Ketenagakerjaan not later than 7 (seven) workdays after the data changes are received from the Worker.
 - (4) The Civil Service Management Authority is obligated to submit data changes of on non-ASN employees and their families as referred to in section (2) to BPJS Ketenagakerjaan not later than 7 (seven) workdays after data changes are received from non-ASN employees.
 - (5) Employers are obligated to submit changes to membership data including:
 - a. company name and address;
 - b. type of business group;
 - c. total assets and turnover;
 - d. data on Wages, Contributions, number of workers and programs participated; and
 - e. other data related to the implementation of social security.
 - (6) Civil Service Management Authority is obligated to submit data changes to membership including:
 - a. name and address of the agency;
 - b. name and address of the working unit;
 - c. number of non-ASN employees, data on Wages, Contributions, and programs participated; and
 - d. other data related to the implementation of social security.
 - (7) In the event that the Employer does not report data changes as referred to in section (3) and the risk occurs, the benefit calculation is carried out based on the latest data received by BPJS Ketenagakerjaan.
 - (8) In the event that the Civil Service Management Authority does not report data changes as referred to in section (4) and the risk occurs, the benefit calculation is carried out based on the latest data received by BPJS Ketenagakerjaan.
 - (9) The Civil Service Management Authority may delegate the submission of data changes as referred to in section (4) to authorized officials in accordance with the provisions of legislation.
5. The provisions of Article 5 are amended to read as follows:

Article 5

Registration and data changes as referred to in Article 3, Article 3A, and Article 4 can be done online and/or offline.

6. The provisions of Article 7 are amended to read as follows:

Article 7

- (1) Members who experience Employment Injury are entitled to JKK benefits.
- (2) Employment Injury as referred to in section (1) includes:
 - a. accidents that occur due to work and/or at the Workplace as referred to in the provisions of legislation in the field of occupational safety and health;
 - b. accidents that occur on the way from home to the Workplace or vice versa through roads that are regularly traveled or commonly traveled;
 - c. accidents that occur during the performance of duties or official travel at the order of and/or for the benefit of the company and/or the Employer or in connection with work;
 - d. accidents that occur during work time and breaks inside or outside the Workplace due to conducting important and/or urgent matters with the permission or knowledge of the Employer;
 - e. PAK;
 - f. sudden death at the Workplace; or
 - g. physical violence and/or rape that occurs at the Workplace and/or in the work relations.
- (3) Employment Injury as referred to in section (2) point a, point b, point c, and point d must fulfill the existence of trauma which is proven by the presence of traces/wounds/injuries or other evidence on the human body due to an event or incident.
- (4) Accidents that occur on the way to depart from home as referred to in section (2) point b are calculated from the time the Workers leave home.
- (5) Accidents as referred to in section (2) point b, point c, and point d must be proven with a statement letter from the police, witnesses who know the accident, or other relevant witnesses.
- (6) Physical violence and/or rape as referred to in section (2) point g must be proven with a statement letter from the police on the incident of physical violence and/or rape and a visum et repertum for victims of physical violence and/or rape.
- (7) Accidents as referred to in section (2) point c, the evidence must be accompanied by a warrant/task.
- (8) Sudden death as referred to in section (2) point f must fulfill the requirements:
 - a. while working at the Workplace a Worker suddenly dies regardless of the cause of the illness; or
 - b. when working at the Workplace, a Worker gets an attack of illness is taken to a medical facility and dies within no more than 24

(twenty-four) hours from the time of the attack of illness.

- (9) Other conditions that fall under the criteria for Employment Injury includes:
- a. accidents that occur during overtime work, as evidenced by an overtime order;
 - b. accidents that occur while carrying out other activities related to the interests of the Employer, as evidenced by a letter of assignment from the company;
 - c. accidents that occur when the Member is on leave and gets a call or assignment from the Employer, with the scope of protection covering the trip to and from home to fulfill the call;
 - d. an accident that occurs on the way and from the base camp or deck located at the Workplace to the Worker's residence to take a rest, as evidenced by the statement base camp company's and work schedule; or
 - e. accidents that occur on the way to and from work on roads that are regularly or commonly traveled by Workers who return to their houses every weekend.

7. The provisions of section (1), section (3), and section (4) of Article 8 are amended and between sections (1) and (2) 1 (one) section is inserted, namely section (1a), and between section (2) and section (3), 3 (three) sections are inserted, namely section (2a), section (2b), and section (2c) so that Article 8 reads as follows:

Article 8

- (1) Employers are obligated to report every Employment Injury or PAK which their Workers suffer from to:
- a. Provincial Office or local labour inspection unit; and
 - b. BPJS Ketenagakerjaan.
- (1a) The Civil Service Management Authority is obligated to report every Employment Injury or PAK which non-ASN employees suffer from to:
- a. the ministry that administers government affairs in the field of manpower, the Provincial Office or the local labour inspection unit; and
 - b. BPJS Ketenagakerjaan.
- (2) The report as referred to in section (1) is submitted within a maximum period of 2 x 24 hours from the occurrence of the Employment Injury or since the PAK is diagnosed.
- (2a) In the event that the period for submitting the report as referred to in section (2) is exceeded, JKK benefits become the obligation of the Employer.
- (2b) The Employer submits the replacement of JKK benefits as referred to in section (2a) to BPJS Ketenagakerjaan after submitting a report.

- (2c) Submission of the replacement of JKK benefits as referred to in section (2b) is given in accordance with the provisions of legislation.
 - (3) The report as referred to in section (1) and section (1a) is a phase I report and is made using the phase I Employment Injury form as determined in the Regulation of BPJS Ketenagakerjaan.
 - (4) Submission of reports as referred to in section (1) and section (1a) can be done online and/or offline.
8. Between Article 8 and Article 9, 6 (six) articles are inserted, namely Article 8A, Article 8B, Article 8C, Article 8D, Article 8E, and Article 8F so that they read as follows:

Article 8A

- (1) Members, Members' families, trade unions/labour unions at the Employer's premises, and/or medical facilities that provide medical care have the right to notify suspected Employment Injury or suspected PAK suffered by Wage Recipient Members:
 - a. Employer/Civil Service Management Authority;
 - b. BPJS Ketenagakerjaan;
 - c. Health Social Security Agency; and/or
 - d. The Ministry administering government affairs in the field of manpower, the Provincial Office or the local labour inspection unit.
- (2) The notification of suspected Employment Injury as referred to in section (1) contains at least the following information:
 - a. membership number/population identification number;
 - b. the chronology of the incident, including the place, source of cause, date and time of the Employment Injury incident; and
 - c. name and telephone number of the notifying party and/or contact person.
- (3) The notification of suspected PAK as referred to in section (1) contains at least the following information:
 - a. membership number/population identification number;
 - b. name and telephone number of the notifying party and/or contact person;
 - c. type of work;
 - d. term of service and term of service in the last job;
 - e. source of exposure; and
 - f. clinical diagnosis.
- (4) Notification of suspected Employment Injury or suspected PAK as referred to in section (1) does not discharge the obligation of the Employers or Civil Service Management Authorities to report suspected Employment Injury or suspected PAK

that their Workers or non-ASN employees suffer from.

Article 8B

- (7) Employers or Civil Service Management Authorities must report suspected Employment Injury or suspected PAK that their workers or non-ASN employees suffer from to:
 - a. Ministry administering government affairs in the field of manpower, Provincial Office or local labour inspection unit; and
 - b. BPJS Ketenagakerjaan.
- (8) The report as referred to in section (1) is submitted within maximum period of 2 x 24 hours since the suspected Employment Injury or clinical diagnosis of suspected PAK by the Treating Doctor.
- (9) The report as referred to in section (2) is a phase I report and is made using the phase I Employment Injury form.
- (10) The report as referred to in section (3) can be submitted online and/or offline.

Article 8C

- (1) BPJS Ketenagakerjaan makes a conclusion regarding the suspected Employment Injury not later than 30 (thirty) days after the phase I report is received.
- (2) In making a conclusion regarding Employment Injury as referred to in section (1), BPJS Ketenagakerjaan takes the following phase:
 - a. ensuring the eligibility of membership status in BPJS Ketenagakerjaan and the Health Social Security Agency for Members who suffer from suspected Employment Injury;
 - b. ensuring that the phase I report is received by BPJS Ketenagakerjaan;
 - c. verifying that the documents and information obtained comply with the scope of the Employment Injury;
 - d. checking the case if necessary; and
 - e. concluding whether Employment Injury or not.

Article 8D

- (1) Suspected PAK cases are concluded by doctors who treat/examine at medical facilities that have collaborated with BPJS Ketenagakerjaan and the Health Social Security Agency.
- (2) BPJS Ketenagakerjaan coordinates with the treating/examining doctors to obtain the conclusion of the suspected PAK cases not later than 30 (thirty) workdays since the phase I report is received.
- (3) Before coordinating with the treating/examining doctors, BPJS Ketenagakerjaan takes the following phase:

- a. ensuring the eligibility of membership status in BPJS Ketenagakerjaan and the Health Social Security Agency for Members who suffer from suspected PAK;
- b. ensuring that the phase I report is received by BPJS Ketenagakerjaan;
- c. verifying that the documents and information obtained comply with PAK criteria; and
- d. checking the case if necessary.

Article 8E

- (1) The medical care for suspected Employment Injury or suspected PAK before getting a conclusion or determination on status as Employment Injury/PAK are guaranteed in advance by BPJS Ketenagakerjaan at medical facilities that cooperate with BPJS Ketenagakerjaan and/or the Health Social Security Agency.
- (2) In the event that a Member obtains medical care for suspected Employment Injury or suspected PAK at medical facilities that do not cooperate with BPJS Ketenagakerjaan and/or the Health Social Security Agency, if it has been concluded that it is an Employment Injury or PAK, the cost of the medical care is billed to BPJS Ketenagakerjaan.
- (3) The medical care as referred to in section (1) use the right to inpatient class and medical care tariffs in accordance with the provisions of legislation regulating health insurance programs.

Article 8F

- (1) Medical care guarantees for suspected Employment Injury or suspected PAK as referred to in Article 8E section (1) are carried out until the status of the suspected Employment Injury or suspected PAK is concluded or determined as an Employment Injury or PAK, or non-Employment Injury or non-PAK.
- (2) In the event that the suspected Employment Injury or suspected PAK as referred to in section (1) has been concluded or determined as an Employment Injury or PAK, all medical care costs become JKK benefits paid by BPJS Ketenagakerjaan in accordance with the provisions of legislation.
- (3) In the event that the suspected Employment Injury or suspected PAK as referred to in section (1) has been concluded or determined as non-Employment Injury or non-PAK, BPJS Ketenagakerjaan submit the results of the conclusion or determination to the Health Social Security Agency to transfer the guarantee not later than 2 (two) workdays since non-Employment Injury or non-PAK is concluded and determined.
- (4) In the event that the suspected Employment Injury or suspected PAK as referred to in section (1) has been concluded or as non-Employment Injury or

non-PAK, all costs of the medical care are borne by the Health Social Security Agency in accordance with the provisions of legislation.

- (5) In the event that the Member is not registered in the national health insurance programs, all costs of the medical care as referred to in section (4) are borne by the Member or other insurance providers in accordance with the provisions of legislation.
- (6) The conclusion or determination of the suspected Employment Injury or suspected PAK is carried out not later than 30 (thirty) days after the phase I report is received by the BPJS Ketenagakerjaan.

- 9. The provisions of section (1) and section (2) of Article 9 are amended to read as follows:

Article 9

- (1) Employment Injury or PAK can be notified to the Employer, Civil Service Management Authority, BPJS Ketenagakerjaan, and ministry administering government affairs in the field of manpower, Provincial Office or local labour inspection unit by:
 - a. Members;
 - b. Members's family;
 - c. trade unions/Labour unions at the Employer's premises; and/or
 - d. medical facilities;
- (2) Notification of Employment Injury or PAK as referred to in section (1), does not discharge the obligation of the Employers or Civil Service Management Authorities to report Employment Injury or PAK which their workers or non-ASN employees suffer from.
- (3) The notification mechanism as referred to in section (1) is regulated by a Regulation of the Board of Directors of BPJS Ketenagakerjaan.

- 10. The provisions of section (1) and section (2) of Article 10 are amended to read as follows:

Article 10

- (1) BPJS Ketenagakerjaan conducts an investigation and makes a conclusion regarding Employment Injury or PAK reported by the Employer or Civil Service Management Authority, not later than 30 (thirty) days after the phase I report is received.
- (2) BPJS Ketenagakerjaan's conclusion regarding Employment Injury or PAK is notified to the Provincial Office or local labour inspection unit, not later than the 15th (fifteenth) date of the following month.
- (3) In concluding a PAK case, BPJS Ketenagakerjaan may request medical consideration from the Advisory Doctor through the Labour Inspector.
- (4) If the conclusion as referred to in section (1) is an Employment Injury or PAK, BPJS Ketenagakerjaan

provides JKK medical care benefits at medical facilities that cooperate with BPJS Ketenagakerjaan.

- (5) In the event that the medical facilities do not cooperate with BPJS Ketenagakerjaan, the reimbursement of medical care benefits is given after the phase II report.

11. The provisions of Article 11 are amended to read as follows:

Article 11

- (1) In the event that the conclusion as referred to in Article 10 section (1) is non-Employment Injury or non-PAK, BPJS Ketenagakerjaan notifies the ministry administering government affairs in the field of manpower, the Provincial Office or the local Labour Inspection unit, not later than 2 (two) workdays since the conclusion is made.
- (2) Based on the notification as referred to in section (1), the Labour Inspector records the conclusion notified by the BPJS Ketenagakerjaan.

12. Between Article 11 and Article 12, 1 (one) article is inserted, namely Article 11A so that it reads as follows:

Article 11A

- (1) In the event that the Worker or Employer/Civil Service Management Authority objects to the conclusion of the BPJS Ketenagakerjaan as referred to in Article 11 section (1), the Worker or Employer/Civil Service Management Authority may submit a request for observation and examination to the ministry administering government affairs in the field of manpower, Provincial Office or the local Labour Inspection unit.
- (2) The ministry administering government affairs in the field of manpower, Provincial Office, or local Labour Inspection unit, as referred to in section (1), conducts observation and examination of the BPJS Ketenagakerjaan notification.
- (3) In conducting observation and examination, if necessary, the Labour Inspector can coordinate with BPJS Ketenagakerjaan.
- (4) Based on the results of the observation and examination as referred to in section (2), the Labour Inspector makes:
 - a. determination of an Employment Injury or PAK; or
 - b. determination of non-Employment Injury or non-PAK.
 - c.

13. The provisions of section (2) of Article 12 are amended to read as follows:

Article 12

- (1) In making a determination of a PAK case, the Labour Inspector may request medical consideration from the Advisory Doctor.
- (2) In addition to medical considerations, the Labour Inspector may request supporting data as follows:
 - a. data on the results of the first medical check-up before the Worker or non-ASN employee is employed by the Employer or Civil Service Management Authority;
 - b. data on results of periodic medical check-up as long as the Worker or non-ASN employee for the Employer or Civil Service Management Authority;
 - c. data on the results of a special examination of the history of disease suffered by Workers or non-ASN employees issued by the Treating Doctor;
 - d. data on the results of work environment tests issued by Occupational Safety and Health Assessors, Labour Inspectors, and/or occupational safety and health experts appointed by the Minister;
 - e. data on results of medical check-up of Workers or non-ASN employees in general in the part of it;
 - f. employment history of Workers or non-ASN employees;
 - g. health history of workers or non-ASN employees; and/or;
 - h. medical data/medical records of workers or non-ASN employees.

14. The provisions of section (1) of Article 13 are amended to read as follows:

Article 13

- (1) The ministry administering government affairs in the field of manpower, Provincial Office, or local labour inspection unit as referred to in Article 8 section (1) point a and section (1a) point a conducts observation and examination regarding Employment Injury or PAK reported by the Employer or Civil Service Management Authority.
- (2) The observation and examination as referred to in section (1) are carried out by the Labour Inspector.
- (3) In conducting an inspection, the Labour Inspector can conduct on-site observation and examination on the accident together with the BPJS Ketenagakerjaan, for observation.
- (4) Based on the results of the observation as referred to in section (3), the Labour Inspector makes:
 - a. determination of an Employment Injury or PAK; or
 - b. determination is non-Employment Injury or non-PAK.

15. The provisions of point g and point h of Article 14 are amended to read as follows:

Article 14

The determination of Employment Injury, PAK, non-Employment Injury, or non-PAK at least contains:

- a. chronology of the incident about the accident or disease resulting from the Employment Injury or PAK incident;
- b. statement of the Treating Doctor and/or Advisory Doctor;
- c. rules related to the criteria of Employment Injury, PAK, non-Employment Injury, or non-PAK;
- d. analysis of on-site examination results;
- e. conclusions regarding Employment Injury, PAK, non-Employment Injury, or non-PAK;
- f. Wages as the basis for calculating JKK benefits;
- g. the amount of JKK benefits obtained by Workers or non-ASN employees due to Employment Injury or PAK; and
- h. order to pay JKK benefits to BPJS Ketenagakerjaan and/or the Employer or Civil Service Management Authority.

16. The provisions of point 2 and point 4 point a section (1) of Article 15 are amended to read as follows:

Article 15

- (1) The observation and examination of Employment Injury or PAK as referred to in Article 13 section (1), are carried out in the following phase:
 - a. document observation includes:
 1. phase I report and/or phase II report;
 2. identity card or other proof of identity;
 3. BPJS Ketenagakerjaan Member Card;
 4. work agreement between the Employer or Civil Service Management Authority and the Worker or non-ASN employee, appointment letter, or other evidence that shows the Worker or non-ASN employee;
 5. Wage data used as the basis for calculating JKK; and
 6. supporting data, containing at least:
 - a) chronology of the incident;
 - b) testimony of witnesses who witness the incident; and
 - c) a site map of the incident; and
 - b. on-site examination conducted in accordance with the provisions of legislation.
- (2) The documents as referred to in section (1) point a point 2 to point 6 can be in the form of electronic documents or photocopies.

17. The provisions of Article 16 are amended to read as follows:

Article 16

In the event that the phase I report contains a conclusion that it is non Employment Injury or non-PAK as referred to in Article 11 section (1) or Article 11A section 4 point b, BPJS Ketenagakerjaan coordinates with the Health Social Security Agency regarding the medical care for workers or non-ASN employees in accordance with the provisions of legislation.

18. The provisions of Article 18 are amended to read as follows:

Article 18

- (1) After the phase I report is submitted by the Employer or Civil Service Management Authority, BPJS Ketenagakerjaan requests information on the progress of the condition of Members who suffer from Employment Injury or PAK to the Employer or Civil Service Management Authority not later than 6 (six) months as of the conclusion of Employment Injury or PAK by BPJS Ketenagakerjaan or the determination of Employment Injury or PAK by the Labour Inspector.
- (2) The Employer or Civil Service Management Authority provides information on the progress of the condition of Members who suffer from Employment Injury or PAK not later than 14 (fourteen) workdays since the BPJS Ketenagakerjaan requests the information.
- (3) The request for information by BPJS Ketenagakerjaan as referred to in section (1) and information provided by the Employer or Civil Service Management Authority as referred to in section (2) is delivered to the Provincial Office or local Labour Inspection unit.

19. The provisions of section (1), section (2), point b, section (3), and section (8) of Article 19 are amended to read as follows:

Article 19

- (1) Employers or Civil Service Management Authority are obligated to report the consequences of Employment Injury or PAK to:
 - a. Provincial Office or local labour inspection unit; and
 - b. BPJS Ketenagakerjaan.
- (2) The report as referred to in section (1) is submitted within a maximum period of 2 x 24 hours since the Worker or non-ASN employee is declared recovered, disabled, or dies based on a medical statement:
 - a. temporary incapacity to work has ended;
 - b. Total Permanent Disability for life;
 - c. Partial Anatomical Disability;
 - d. Partial Functional Disability; or
 - e. passed away.

- (3) The report as referred to in section (2) is a phase II report and at the same time as the submission of JKK benefits to the BPJS Ketenagakerjaan which is equipped with the following documents:
 - a. BPJS Ketenagakerjaan Member Card;
 - b. identity card or other proof of identity;
 - c. a medical statement from the Treating Doctor and/or Advisory Doctor;
 - d. receipts of transportation costs;
 - e. receipts for the medical and/or care expense; and
 - f. other necessary supporting documents.
 - (4) The receipts of medical and/or care expenses as referred to in section (3) point e may be requested for reimbursement to BPJS Ketenagakerjaan in the event that the medical facility used has not cooperated with BPJS Ketenagakerjaan.
 - (5) Other supporting documents as referred to in section (3) point f are in accordance with the types of Employment Injury or PAK incident.
 - (6) If the documents as referred to in section (3) are complete, BPJS Ketenagakerjaan calculates and pays to the entitled party in accordance with the provisions of legislation.
 - (7) If the documents as referred to in section (3) are incomplete, BPJS Ketenagakerjaan notifies the Employer not later than 3 (three) workdays since the phase II report is received.
 - (8) The documents as referred to in section (3) point a, point b, and point c can be in the form of electronic documents or photocopies.
 - (9) The report as referred to in section (2) can be submitted online and/or offline.
20. The provisions of section (1), section (2), and section (3) of Article 22 are amended and between section (1) and section (2), 2 (two) sections are inserted, namely section (1a) and section (1b) so that Article 22 reads as follows:

Article 22

- (1) The Employer, Civil Service Management Authority, or heirs of Wage Recipient Member reports and applies for JKM benefits to BPJS Ketenagakerjaan by attaching the following documents:
 - a. BPJS Ketenagakerjaan Member Card;
 - b. identity card or other proof of identity of the heirs;
 - c. family card;
 - d. death certificate from an authorized official; and
 - e. heirship certificate from an authorized official.
- (1a) In the event that the beneficiary is a party designated in the will, the will must be made in a notarial deed in accordance with the provisions of legislation.

- (1b) In the event that the heirs are not listed in the legislation, a letter of determination of the heirs from the court is applied.
- (2) In addition to the documents as referred to in section (1) the heirs and/or the Employer or the Civil Service Management Authority may submit other necessary supporting documents.
- (3) The documents as referred to in section (1) and section (2) may be in the form of electronic documents or photocopies.
- (4) The documents as referred to in section (1) and section (2) are submitted online and/or offline.

21. The provisions of section (1) of Article 24 are amended to read as follows:

Article 24

- (1) If there is a discrepancy between the document and the verification result as referred to in Article 23, BPJS Ketenagakerjaan conduct a death case examination on site not later than 5 (five) workdays since the document is received.
- (2) If the result of the examination as referred to in section (1) is a death case, BPJS Ketenagakerjaan pays JKM benefits to the heirs of Wage Recipient Members not later than 3 (three) workdays as of the completion of the examination.

22. The provisions of point a and point c of section (1) of Article 30 are amended to read as follows:

Article 30

- (1) The heirs of the Worker are obligated to report and submit an application for payment of JKM benefits to the Employer by attaching the following documents:
 - a. identity card or other proof of identity of the heirs;
 - b. family card;
 - c. death certificate from an authorized official;
 - d. heirship certificate from an authorized official;
 - and
 - e. other supporting documents if required.
- (2) The documents as referred to in section (1) may be in the form of electronic documents or photocopies.
- (3) Based on the report and submission as referred to in section (1), the Employer is obligated to pay JKM benefits to the Worker's heirs, not later than 3 (three) workdays from the fulfillment of the complete and correct reporting document requirements.
- (4) In the event that the Employer does not carry out its obligations as referred to in section (3), the Worker's heirs may report to the Labour Inspector at the Provincial Office or the local labour inspection unit.

- (5) Based on the report as referred to in section (4), the Labour Inspector conduct examination and observation to determine the truth of the report.
- (6) Based on the results of the examination and observation, the Labour Inspector obliges the Employer to pay the JKM benefits in accordance with the provisions of legislation.

23. The provisions of point c of section (1) of Article 31 are amended to read as follows:

Article 31

- (1) Non-Wage Recipient Members include:
 - a. Employers;
 - b. Workers without employment relations or independent Workers; and
 - c. Workers excluded in point b who are non-Wage recipients in accordance with the provisions of legislation.
- (2) The Employers as referred to in section (1) point a includes:
 - a. shareholders or owners of equity; and
 - b. an individual who employs workers and does not receive Wages.
- (3) The Workers without employment relations as referred to in section (1) point b include workers in partnership relations.

24. The provisions of Article 35 are amended to read as follows:

Article 35

- (1) The Members as referred to in Article 31 section (1) point c are obligated to be registered by the Non-State Administrator Employer in the JKK program through BPJS Ketenagakerjaan's branch office.
- (2) The Non-State Administrator Employer may register Members referred to in Article 31 section (1) point c in the JKM program.

25. The provisions of Article 45 are amended to read as follows:

Article 45

- (1) Non-State Administrator Employers as referred to in Article 35 section (1) are obligated to pay the JKK program fees for Members as referred to in Article 31 section (1) point c in accordance with the percentage of JKK program Contributions for Wage Recipient Members at the Non-State Administrator Employers.
- (2) In the event that the Non-State Administrator Employer registers the Members as referred to in Article 31 section (1) point c in the JKM program, the JKM Contributions are paid in accordance with the percentage of the JKM program Contributions

for Wage Recipient Members at the Non-State Administrator Employer.

- (3) The Wages used as the basis in paying the Compensations as referred to in section (1) and section (2) is based on the lowest Wages of the Workers who perform the same work at the Non-State Administrator Employer.
- (4) The payment of Contribution is made not later than the 15th (fifteenth) date of the relevant Contribution month.

26. The provisions of Article 46 are amended to read as follows:

Article 46

In the event that the Non-State Administrator Employers who employ the Members as referred to in Article 31 section (1) point c pay later than the 15th (fifteenth) date of their monthly Contribution or pay it in the following month, the contribution is calculated as payment of the overdue payment of monthly Contribution.

27. Between Article 48 and Article 49,6 (six) articles are inserted, namely Article 48A, Article 48B, Article 48C, Article 48D, Article 48E, and Article 48F so they read as follows:

Article 48A

- (1) Trade Unions /labour unions whose Non-Wage Recipient Members are members, certain *wadah* or specific groups, and/or medical facilities that provide medical care have the right to notify suspected Employment Injury or suspected PAK that Non-Wage Recipient Members suffer from:
 - a. Provincial Office or local labour inspection unit;
 - b. BPJS Ketenagakerjaan; and
 - c. Health Social Security Agency.
- (2) The notice of suspected Employment Injury contains at least the following information:
 - a. membership number/population identification number;
 - b. the chronology of the incident, including the place, source of cause, date and time of the Employment Injury incident; and
 - c. name and telephone number of the notifying party and/or contact person.
- (3) The notification of suspected PAK contains at least the following information:
 - a. membership number/population identification number;
 - b. name and telephone number of the notifying party and/or contact person;
 - c. type of work;

- d. term of service and term of service in the last job;
 - e. source of exposure; and
 - f. clinical diagnosis.
- (4) The notification as referred to in section (2) and section (3) may be made online or offline.

Article 48B

- (1) Notification of suspected Employment Injury or suspected PAK as referred to in Article 48A, does not discharge the obligation of Non-Wage Recipient Members and/or their families to report suspected Employment Injury or suspected PAK to:
- a. Provincial/regency/municipal office or local labour inspection unit; and
 - b. BPJS Ketenagakerjaan.
- (2) The report as referred to in section (1) is submitted within a maximum period of 2 x 24 hours since the suspected Employment Injury or clinical diagnosis of suspected PAK by the Treating Doctor.
- (3) The report as referred to in section (2) is a phase I report and is made using the phase I Employment Injury form as regulated in the BPJS Ketenagakerjaan Regulation.
- (4) The report as referred to in section (2) can be submitted online and/or offline.

Article 48C

- (1) BPJS Ketenagakerjaan makes a conclusion on the suspected Employment Injury not later than 30 (thirty) days after the phase I report is received.
- (2) In making a conclusion on Employment Injury as referred to in section (1) BPJS Ketenagakerjaan conducts the following phase:
- a. ensuring the eligibility of membership status in BPJS Ketenagakerjaan and the Health Social Security Agency for Members who suffer from suspected Employment Injury;
 - b. ensuring that the phase I report is received by BPJS Ketenagakerjaan;
 - c. verifying that the documents and information obtained comply with the scope of the Employment Injury;
 - d. checking the case if necessary; and
 - e. concluding whether Employment Injury or not.

Article 48D

- (1) Suspected PAK cases are concluded by doctors who treat/examine at medical facilities that have collaborated with BPJS Ketenagakerjaan and the Health Social Security Agency.
- (2) BPJS Ketenagakerjaan coordinates with the treating/examining doctors to obtain the conclusion of the suspected PAK case not later

than 30 (thirty) days since the phase I report is received.

- (3) Before coordinating with the treating/examining doctor, BPJS Ketenagakerjaan takes the following phase:
 - a. Ensure the eligibility of membership status in BPJS Ketenagakerjaan and the Health Social Security Agency for Members who suffer from suspected PAK;
 - b. ensuring that the phase I report is received by BPJS Ketenagakerjaan;
 - c. verifying that the documents and information obtained comply with PAK criteria; and
 - d. checking the case if necessary.

Article 48E

- (1) Medical care for suspected Employment Injury or suspected PAK before getting a conclusion or determination of status as Employment Injury/PAK or non-Employment Injury/non-PAK are guaranteed by BPJS Ketenagakerjaan at medical facilities that cooperate with BPJS Ketenagakerjaan and Health Social Security Agency.
- (2) In the event that a Member obtains medical care for suspected Employment Injury or suspected PAK at a medical facility that does not cooperate with BPJS Ketenagakerjaan and/or the Health Social Security Agency and it has been concluded that it is an Employment Injury or PAK, the cost of medical care is billed to BPJS Ketenagakerjaan.
- (3) Medical care as referred to in section (1) use the right of inpatient class and medical care tariffs in accordance with the provisions of legislation regulating health security programs.

Article 48F

- (1) Medical care guarantees for suspected Employment Injury or suspected PAK as referred to in Article 48E section (1) are carried out until the status of the suspected Employment Injury or suspected PAK is concluded or determined as an Employment Injury or or PAK, or non-Employment Injury or non-PAK.
- (2) In the event that the suspected Employment Injury or suspected PAK as referred to in section (1) has been concluded or determined as an Employment Injury or PAK, all medical care costs become JKK benefits paid by BPJS Ketenagakerjaan in accordance with the provisions of legislation.
- (3) In the event that the suspected Employment Injury or suspected PAK as referred to in section (1) has been concluded or determined as non-Employment Injury or non-PAK, BPJS Ketenagakerjaan submits the results of the conclusion or determination to the Health Social

Security Agency to transfer the guarantee not later than 2 (two) workdays from the conclusion or determination as non-Employment Injury or non-PAK.

- (4) In the event that the suspected Employment Injury or suspected PAK as referred to in section (1) has been concluded or determined as non-Employment Injury or non-PAK, all costs of medical care are borne by the Health Social Security Agency in accordance with the provisions of legislation.
- (5) In the event that the Member is not registered in the national health security program, all costs of medical care as referred to in section (4) are borne by the Member or other insurance providers in accordance with the provisions of legislation.
- (6) The conclusion or determination on the suspected Employment Injury or suspected PAK is carried out not later than 30 (thirty) days after the phase I report is received by the BPJS Ketenagakerjaan.

28. The provisions of Article 55 are amended to read as follows:

Article 55

In the event that the conclusion of BPJS Ketenagakerjaan on non-Employment Injury or non-PAK, the BPJS Ketenagakerjaan coordinates with the Health Social Security Agency in relation to medical care of Non-Wage Recipient Members in accordance with the provisions of legislation.

29. The provisions of point b of section (3) and section (5) of Article 58 are amended to read as follows:

Article 58

- (1) Non-Wage Recipient Members and/or their families are obligated to report the consequences of Employment Injury or PAK to:
 - a. Provincial Office or local labour inspection unit; and
 - b. BPJS Ketenagakerjaan.
- (2) The report as referred to in section (1) is submitted within a maximum period of 2 x 24 hours since the Member Non-Recipient is declared recovered, Disabled, or dies based on a medical statement:
 - a. the temporary incapacity to work has ended;
 - b. Permanent total disability for life;
 - c. Anatomical Partial Defects;
 - d. Partial Functional Disability; or
 - e. passed away.
- (3) The report as referred to in section (2) is a phase II report and at the same time as the submission of JKK benefits to the BPJS Ketenagakerjaan which is equipped with the following documents:
 - a. BPJS Ketenagakerjaan Member Card;

- b. identity card or other proof of identity;
 - c. a certificate from the Treating Doctor and/or Advisory Doctor;
 - d. transportation fee receipts;
 - e. receipts of medical and/or treatment expenses; and
 - f. other necessary supporting documents.
- (4) Receipt of medical and/or treatment expenses as referred to in section (3) point e may be requested for reimbursement to BPJS Ketenagakerjaan in the event that the medical facility used has not cooperated with BPJS Ketenagakerjaan.
 - (5) The documents as referred to in section (3) point a, point b, point c, and point f can be in the form of photocopies or electronic documents.
 - (6) Other supporting documents as referred to in section (3) point f are in accordance with the type of Employment Injury or PAK incident.
 - (7) If the documents as referred to in section (3) are complete, BPJS Ketenagakerjaan calculates and pays to the entitled party in accordance with the provisions of legislation.
 - (8) If the documents as referred to in section (3) are incomplete, BPJS Ketenagakerjaan shall notify the Non-Wage Recipient Members and/or their families no later than 3 (three) work days since the phase II report is received.
 - (9) Submission of the report as referred to in section (2) can be done online and/or offline.
30. The provisions of Article 60 are amended to read as follows:

Article 60

BPJS Ketenagakerjaan reports periodically online and/or offline the cases of Employment Injury or PAK that Non-Wage Recipient Members suffer from and their benefits have been paid to the Provincial Office or local labour inspection unit.

31. The provisions of section (1), section (3), and section (5) of Article 61 are amended to read as follows:

Article 61

- (1) Non-State Administrator Employers who employ Members as referred to in Article 31 section (1) point c are obligated to report every Employment Injury or PAK to the Provincial Office or local labour inspection unit and BPJS Ketenagakerjaan, within no more than 2 x 24 hours from the occurrence of the Employment Injury or from the diagnosis of PAK.
- (2) The report as referred to in section (1) is a phase I report.
- (3) The Non-State Administrator Employers as referred to in section (1) are obligated to report the result of

Employment Injury or PAK to BPJS Ketenagakerjaan and Provincial Office or local labour inspection unit within no more than 2 x 24 hours after the manpower supervision Member as referred to in Article 31 section (1) point c, is declared recovered, Disabled, or dead.

- (4) The report as referred to in section (3) is a phase II report and is submitted based on a medical statement:
 - a. the temporary incapacity to work has ended;
 - b. Permanent total disability for life;
 - c. Anatomical Partial Defects;
 - d. Partial Functional Disability; or
 - e. passed away.
 - (5) Requirements and mechanisms for reporting and determining guarantees for Members as referred to in Article 31 section (1) point c, are carried out in accordance with the provisions that are applicable to Non-Wage Recipient Members.
32. The provisions of point b and point d of section (1) of Article 62 are amended and between section (1) and section (2), 2 (two) sections are inserted, namely section (1a) and section (1b) so that Article 62 reads as follows:

Article 62

- (1) The family or heirs of Non-Wage Recipient Members report and apply for JKM benefits to BPJS Ketenagakerjaan by attaching the following documents:
 - a. BPJS Ketenagakerjaan Member Card;
 - b. identity card or proof of other identity of the heirs;
 - c. family card;
 - d. death certificate from an authorized official; and
 - e. heirship certificate from an authorized official.
 - (1a) In the event that the beneficiary is a party designated in a will, the will must be made in a deed in notarial accordance with the provisions of legislation.
 - (1b) In the event that the heirs are not listed in the legislation, the letter of determination of the heirs from the court shall be used.
 - (2) In addition to the documents as referred to in section (1), the heirs of Non-Wage Recipient Members may submit other supporting documents needed.
 - (3) The documents as referred to in section (1) and section (2) may be in the form of electronic documents or photocopies.
 - (4) Submission of documents as referred to in section (1) and section (2) is carried out online and/or offline.
33. The provisions of section (1) of Article 64 are amended to read as follows:

Article 64

- (1) If there is a discrepancy between the document and the verification result as referred to in Article 63 section (1), BPJS Ketenagakerjaan conducts a death case examination in the field not later than 5 (five) workdays since the document is received.
- (2) If the result of the field examination as referred to in section (1) is a death case, BPJS Ketenagakerjaan pays JKM benefits to the heirs of Non-Wage Recipient Members not later than 3 (three) workdays as of the completion of the examination.

34. Between point a and point b of section (1) of Article 67, 1 (one) is inserted, namely point a1 so that Article 67 reads as follows:

Article 67

- (1) Registration as referred to in Article 66 includes:
 - a. Worker's name;
 - a1. identity card or other proof of identity;
 - b. number of Workers;
 - c. address of the Worker; and
 - d. unit price of Wages of each type of work or Wages of each worker if Wages are known.
- (2) Registration as referred to in section (1) is carried out not later than 14 (fourteen) workdays after the work order is issued and by using the Construction Services project registration form.
- (3) BPJS Ketenagakerjaan is obligated to issue:
 - a. membership certificate;
 - b. membership number of each Construction Services project; and
 - c. proof of payment of dues for each Construction Services project, no later than 1 (one) workday after receiving the Construction Services project registration form and the first fee is paid in full.
- (4) BPJS Ketenagakerjaan shall deliver the certificate of membership as referred to in section (3) point a to the Employer Services of Construction no later than 3 (three) workdays.
- (5) Registration as referred to in section (1) can be done online and/or offline.

35. The provisions of section (1) of Article 69 are amended to read as follows:

Article 69

- (1) The Construction Services Employer submit the following documents:
 - a. unit price list of Construction Services Worker Wages based on work groups issued by the agency that organizes government affairs in

- the field of public works for Workers with unknown Wages;
 - b. Wage data of each Construction Service Worker for known Wage workers; and
 - c. work order and/or other supporting documents.
- (2) The documents as referred to in section (1) point c may be in the form of electronic documents or photocopies.
 - (3) The document as referred to in section (1) is used as the basis for determining JKK.
36. The provisions of section (1), section (3), and point b of section (5) of Article 75 are amended to read as follows:

Article 75

- (1) Construction Services Employers are required to report Employment Injury or PAKs that befall Construction Services Workers to:
 - a. Provincial Office or local labour inspection unit; and
 - b. BPJS Ketenagakerjaan.
- (2) The report as referred to in section (1) is a phase I report which must be submitted within a maximum period of 2 x 24 hours since the Employment Injury occurred or since the PAK was diagnosed, using the predetermined phase I Employment Injury form.
- (3) The Employer of Construction Services is obligated to report the consequences of Employment Injury or PAK to:
 - a. Provincial Office or local Labour Inspection unit; and
 - b. BPJS Ketenagakerjaan.
- (4) The report as referred to in section (3) is a phase II report that must be submitted within a maximum period of 2 x 24 hours since the Construction Services Worker is declared recovered, disabled, or died based on a medical statement explaining:
 - a. the temporary incapacity for work has ended;
 - b. Total Permanent Disability for life;
 - c. Partial Anatomical Disability;
 - d. Partial Functional Disability; or
 - e. passed away.
- (5) The report as referred to in section (3) is also a submission of JKK benefits to BPJS Ketenagakerjaan by attaching requirements which include:
 - a. Construction Services project registration form and proof of payment of the last Contribution;
 - b. identity card or other proof of identity;
 - c. a certificate from the Treating Doctor and/or Advisory doctor;
 - d. transportation fee receipts;
 - e. receipts for the cost of treatment and/or care if the medical facility used has not cooperated

- with BPJS Ketenagakerjaan due to the absence of medical facilities that cooperate with BPJS Ketenagakerjaan where the Employment Injury occurs; and
- f. other supporting documents if required.
- (6) If the data as referred to in section (5) is complete, BPJS Ketenagakerjaan calculates and pays JKK benefits to those entitled in accordance with the provisions of legislation.
- (7) If the data as referred to in section (5) is incomplete, BPJS Ketenagakerjaan notifies the Employer of Construction Services not later than 7 (seven) work days since the phase II report of Employment Injury or PAK is received.
- (8) Submission of reports as referred to in section (2) and section (4) can be done online and/or offline.
37. Between section (1) and section (2) of Article 79, 1 (one) section is inserted, namely section (1a), and the provisions of point a and point b of section (2) and section (3) of Article 79 are amended, and between section (2) and section (3) of Article 79, 2 (two) are inserted, namely section (2a) and section (2b) so that Article 79 reads as follows:

Article 79

- (1) The heirs of Construction Service Workers who die not due to Employment Injury are entitled to JKM benefits.
- (1a) The heirs of Construction Service Workers apply for JKM benefits to BPJS Ketenagakerjaan, may be accompanied by the Construction Service Employer.
- (2) Payment of JKM benefits as referred to in section (1) is required to be made not later than 3 (three) workdays from the receipt of the application point f or submission of JKM benefits by attaching:
- a. death certificate from an authorized official;
- b. heirship certificate from an authorized official; and
- c. membership number for each Construction Services project concerned.
- (2a) In the event that the beneficiary is a party designated in a will, the will must be made in a notarial deed in accordance with the provisions of legislation.
- (2b) In the event that the heirs are not listed in the legislation, the letter of determination of the heirs from the court is used.
- (3) In the event that BPJS Ketenagakerjaan does not fulfill the obligations as referred to in section (2), a compensation of 1% (one percent) of the nominal value of compensation for each day of late payment is imposed and paid to the heirs of the Worker Construction Service concerned.

38. The provisions of section (4) of Article 85 are amended to read as follows:

Article 85

- (1) Wage Recipient Members and Construction Service Workers who die suddenly are considered as Employment Injury and are entitled to JKK benefits in accordance with the provisions of legislation, if they meet the following conditions:
 - a. Worker who is working at the Workplace suddenly dies without seeing the cause of the disease; or
 - b. Worker who is working at the Workplace gets an attack of disease then taken to a doctor, or medical unit or hospital and not more than 24 (twenty four) hours later dies.
- (2) Non-Wage Recipient Members who die suddenly while carrying out work activities according to their membership registration are considered as Employment Injury and are entitled to JKK benefits in accordance with the provisions of legislation if they meet the following conditions:
 - a. Worker who is working at the Workplace suddenly dies without seeing the cause of the disease; or
 - b. Workers who are work in the Workplace get an attack of illness then taken to a doctor or medical unit or hospital and not more than 24 (twenty four) hours later dies.
- (3) In addition to fulfilling the requirements as referred to in section (2), Non-Wage Recipient Members who die suddenly must meet the requirements of having paid contributions for at least 12 (twelve) months at the time the Member dies.
- (4) Members as referred to in Article 31 section (1) point c who die suddenly are considered an Employment Injury and are entitled to JKK benefits in accordance with the provisions of legislation if they meet the conditions as referred to in section (1).

39. The provisions of Article 93 are amended to read as follows:

Article 93

The provisions regarding the payment of JKK benefits in the event that the Employer is in arrears of contributions as referred to in Article 91 apply mutatis mutandis to the payment of JKK benefits for Members as referred to in Article 31 section (1) point c, in the event that the Employer is in arrears of contributions.

40. Between Article 97 and Article 98, 1 (one) article is inserted, namely Article 97A, so they read as follows:

Article 97A

- (1) Non-Wage Recipient Members who have just registered and have paid contributions with a participation period of 3 (three) consecutive months and die not due to Employment Injury or PAK, BPJS Ketenagakerjaan is obligated to pay JKM benefits to the heirs in accordance with the provisions of legislation.
- (2) In the event that a Non-Wage Recipient Member dies not due to an Employment Injury or PAK before having a membership period of 3 (three) consecutive months as referred to in section (1), BPJS Ketenagakerjaan must provide the benefit of a funeral cost to the heirs.

41. The provisions of Article 99 are amended to read as follows:

Article 99

Provisions regarding the payment of JKM benefits in the event that the Employer is in arrears of Contributions as referred to in Article 97 apply mutatis mutandis to the payment of JKM benefits for Members as referred to in Article 31 section (1) point c if the Employer includes them in the JKM program.

42. The provisions of Article 101 are amended to read as follows:

Article 101

In the event of Members who work for more than 1 (one) Employer and are registered by each Employer in the JKM program as well as die not due to Employment Injury or PAK, the Member's heirs are entitled to JKM benefits whose Contributions have been paid by each Employer, with funeral costs paid 1 (one) time.

43. Between section (3) and section (4) of Article 103, 1 (one) section is inserted, namely section (3a) and the provisions of section (4) of Article 103 are amended so that Article 103 reads as follows:

Article 103

- (1) education scholarship benefits of Children are provided for a maximum of 2 (two) Children.
- (2) The requirements for obtaining education scholarship benefits of Children as referred to in section (1) consist of:
 - a. school-age Children;
 - b. Children under 23 (twenty-three) years of age;
 - c. unmarried Children; and/or
 - d. unemployed Children.
- (3) Education scholarship benefits are provided to the Children as referred to in section (1) and section (2) who are registered by the Members as the heirs and

beneficiaries of the Children's education scholarship.

- (3a) The requirements to obtain Child education scholarship benefits as referred to in section (2) point d may be waived for Children who still continue their education with the following provisions:
 - a. having worked and been registered as a Wage Recipient Member for a period of at least 6 (six) consecutive months;
 - b. having worked and been registered as a Non-Wage Recipient Member; and
 - c. in apprenticeship status.
- (4) Children who can be registered as beneficiaries of education scholarships as referred to in section (3) are children of Members before the Members die, have Total Permanent Disability due to Employment Injury or PAK, or die not due to Employment Injury.

- 44. The provisions of section (1) of Article 104 are amended to read as follows:

Article 104

- (1) The documents required to apply for scholarship benefits for kindergarten to higher education up to Bachelor's degree for the first time are as follows:
 - a. scholarship benefit application form;
 - b. Child's birth certificate;
 - c. family card;
 - d. a certificate of education from the school or higher education institution;
 - e. latest report card/transcript;
 - f. a savings account in the name of the scholarship beneficiary child or guardian; and
 - g. identity card or other proof of identity of the guardian.
- (2) The required documents to apply for scholarship benefits for training are as follows:
 - a. scholarship benefit application form;
 - b. identity card or other proof of identity;
 - c. family card;
 - d. a certificate of ongoing training from an institution or training center that is licensed and/or accredited;
 - e. senior high school diploma/equivalent;
 - f. previous training certificate for linear or tiered training; and
 - g. savings account in the name of the scholarship beneficiary's child.
- (3) The documents as referred to in section (1) point b, point c, point e, and point g, and section (2) point b, point c, and point e may be in the form of electronic documents or photocopies.
- (4) In addition to the documents as referred to in section (1) and section (2), BPJS Ketenagakerjaan

may request other supporting documents required if a certain circumstance occurs.

45. The provisions of section (4) of Article 106 are amended and after section (4) 1 (one) section is added, namely section (5) so that Article 106 reads as follows:

Article 106

- (1) Scholarship benefits are applied annually to BPJS Ketenagakerjaan by the Child Member or the Child's guardian.
- (2) In the event that the Member's Child or the Child's guardian applies for a scholarship benefit late for the first time, the scholarship benefit remains to be provided since the Member is declared Permanently Totally Disabled, dies due to an Employment Injury, or dies not due to an Employment Injury.
- (3) BPJS Ketenagakerjaan is required to notify each due date for the application of scholarship benefits to the Member's Child or the Child's guardian.
- (4) In the event that scholarship benefits are not submitted annually by the Member's Child or Child's guardian, benefit payments are made accumulatively from the remaining benefits that have not been submitted, at most 3 (three) school years prior to the application of the scholarship.
- (5) The application of scholarship benefits as referred to in section (2) and section (4) can only be submitted if the Child still meets the requirements as referred to in Article 103 section (2).

Article II

1. At the time this Ministerial Regulation comes into force, BPJS Ketenagakerjaan is required to adjust the provisions regarding procedures for the notification and reporting of suspected Employment Injury or PAK for a maximum of 3 (three) months.
2. This Ministerial comes into force on the date of its promulgation.

In order that every person may know hereof, it is ordered to promulgate this Ministerial Regulation by its placement in the State Bulletin of the Republic of Indonesia.

Issued in Jakarta
on 18 February 2025

MINISTER OF MANPOWER OF THE
REPUBLIC OF INDONESIA,

signed

YASSIERLI

Promulgated in Jakarta
on 24 February 2025

DIRECTOR GENERAL OF LEGISLATION
OF THE MINISTRY OF LAW OF THE REPUBLIC OF INDONESIA,

signed

DHAHANA PUTRA

STATE BULLETIN OF THE REPUBLIC INDONESIA OF 2025 NUMBER 118

Jakarta, 30 September 2025
Has been translated as an Official Translation
on behalf of the Minister of Law
of the Republic of Indonesia
DIRECTOR GENERAL OF LEGISLATION,

