

REGULATION OF THE MINISTER OF ADMINISTRATIVE AND BUREAUCRATIC
REFORM OF THE REPUBLIC OF INDONESIA NUMBER 21 OF 2024
ON SPECIALIST POSITION OF TEACHERS

BY THE BLESSINGS OF ALMIGHTY GOD

MINISTER OF ADMINISTRATIVE AND BUREAUCRATIC REFORM OF THE
REPUBLIC OF INDONESIA,

Considering : a. that for the career development and professional improvement of Civil Servants who have a scope, duties, responsibilities, and authority in the field of education in formal early childhood education, primary education, and secondary education units, it is necessary to establish the Specialist Position of Teachers;

b. that for more efficient and effective management of educators and educational personnel in formal early childhood education, primary education, and secondary education, it is necessary to integrate the Specialist Position of School Supervisors, Specialist Position of Inspectors, Specialist Position of Learning Facilitators, and Specialist Position of Teachers into a single Specialist Position of Teachers;

c. that in accordance with the provisions of Article 9 of the Regulation of the Minister of Administrative and Bureaucratic Reform Number 1 of 2023 on Specialist Positions, the minister administering government affairs in the field of state apparatus establishes specialist positions.

d. that based on the considerations as referred to in point a, point b, and point c, it is necessary to issue a Regulation of the Minister of Administrative and Bureaucratic Reform on Specialist Position of Teachers;

Observing : 1. Article 17 section (3) of the 1945 Constitution of the Republic of Indonesia;

2. 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 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);

3. Law Number 20 of 2023 on Civil Service (State Gazette of the Republic of Indonesia of 2023 Number 141, Supplement to the State Gazette of the Republic of Indonesia Number 6897);
4. Government Regulation Number 11 of 2017 on Civil Servant Management (State Gazette of the Republic of Indonesia of 2017 Number 63, Supplement to the State Gazette of the Republic of Indonesia Number 6037) as amended by Government Regulation Number 17 of 2020 on Amendment to Government Regulation Number 11 of 2017 on Civil Servant Management (State Gazette of the Republic of Indonesia of 2020 Number 68)
5. Presidential Regulation Number 178 of 2024 on Ministry of Administrative and Bureaucratic Reform (State Gazette of the Republic of Indonesia of 2024 Number 374);
6. Regulation of the Minister of Administrative and Bureaucratic Reform of the Republic of Indonesia Number 60 of 2021 on Organization and Work Procedures of the Ministry of Administrative and Bureaucratic Reform (State Gazette of the Republic of Indonesia of 2021 Number 1249) as amended by Regulation of the Minister of on State Administrative and Bureaucratic Reform Number 39 of 2022 on Amendment to Regulation of the Minister on Administrative and Bureaucratic Reform Number 60 of 2021 on Organization and Operational Procedures of the Ministry of Administrative and Bureaucratic Reform (State Bulletin of the Republic of Indonesia of 2022 Number 753);
7. Regulation of the Minister of Administrative and Bureaucratic Reform Number 1 of 2023 on Specialist Positions (State Bulletin of the Republic of Indonesia of 2023 Number 54);

HAS DECIDED:

To issue : REGULATION OF THE MINISTER OF ADMINISTRATIVE AND BUREAUCRATIC REFORM ON SPECIALIST POSITION OF TEACHERS

CHAPTER I
GENERAL PROVISIONS

Chapter 1

In this Ministerial Regulation:

1. Specialist Position means a group of Position that contains functions and duties related to specialist services based on specific expertise and skills.
2. Specialist Position of Teacher means a position having duties and scope of activities to carry out educational activities, teaching, guiding, directing, training, assessing, and evaluating students in early childhood education in formal education, primary education, and secondary education.
3. Minister means the minister administering government affairs in the field of apparatus.
4. Civil Servant (*Pegawai Negeri Sipil*), hereinafter abbreviated as PNS, means an Indonesian citizen who meets certain requirements, appointed as an ASN Employee on a

permanent basis by the civil service appointing officer to occupy a government position

5. Specialist Officer of Teacher, hereinafter referred to as Teacher, means a PNS who are assigned and scope of activities to carry out educational activities, teaching, guiding, directing, training, assessing, and evaluating students in early childhood education in formal education, primary education, and secondary education.
6. Delegated Appointing Officer (*Pejabat yang Berwenang*) hereinafter abbreviated as Pyb means an official who has the authority to carry out the process of appointment, transfer, and dismissal of civil service employees in accordance with the provisions of legislation.
7. Civil Service Appointing Officer (*Pejabat Pembina Kepegawaian*) hereinafter abbreviated as PPK means an official who has the authority to determine the appointment, transfer, and dismissal of civil service employees, as well as the supervision of civil service Management within government agencies, in accordance with the provisions of legislation.
8. Government Agency means central agencies and regional agencies.
9. Organizational Unit means part of the organizational structure that can be led by a high level senior executive officer, a first level senior executive officer, a middle management position, a supervisor, or a specialist officer appointed to lead an independent work unit based on the provisions of legislation.
10. Educational Unit means a group of educational services that provides formal and non-formal education at every level and type of education.
11. Performance Expectation, hereinafter referred to as Expectation, means expectation regarding the work results and work behavior of civil service employee.
12. Credit Point means a quantitative measure of a Teacher's work result.
13. Cumulative Credit Point means the accumulated value of Credit Points that must be achieved by Teachers as one of the requirements for promotion and appointment.

Article 2

Specialist Position of Teacher is a PNS career position.

CHAPTER II

POSITION, RESPONSIBILITIES, CLASSIFICATION/GROUPS, CATEGORIES, AND LEVELS

Part One

Position and Responsibility

Article 3

- (1) Teachers serve as technical implementers of educational activities within Government Agencies.
- (2) Teachers as referred to in section (1) are subordinate to and directly responsible to high level senior executive officer, first level senior executive officer, or middle management

position who are involved in the implementation of the duties of the Specialist Position of Teacher.

(3) In the event that an Organizational Unit is led by a specialist officer, then Teachers may be subordinate to and directly responsible to another specialist officers who leads that Organizational Unit.

Part Two
Classification/Job Group, Category, and Levels

Article 4

The Specialist Position of Teachers is included in the classification/group of education at the kindergarten, primary, secondary, and special school levels.

Article 5

(1) The Specialist Position of Teachers is a Specialist Position in the expertise category.

(2) The Specialist Teacher Position Levels of Expertise as referred to in section (1) from the lowest to the highest level consist of: a. first Teacher; b. junior Teacher; c. intermediate Teacher; and d. senior Teacher.

Article 6

Teacher levels of rank are determined in accordance with the provision of legislation.

CHAPTER III
POSITION DUTIES AND SCOPE OF ACTIVITIES

Article 7

(1) The duties of a Specialist Position of Teachers include planning, implementing, and assessing learning, as well as guiding and training students, and performing additional duties in accordance with the provisions of legislation.

(2) The duties as referred to in section (1) are carried out by providing services oriented towards students.

(3) The scope of activities as referred to in section (1) at each level of position includes:

- a. the first Teacher carries out the duties as referred to in section (1) using at least the available learning tools and periodically conducting reflection for continuous improvement in performance quality.
- b. junior Teacher performs the duties as referred to in section (1) by at least modifying the available learning tools and periodically conducting reflection for continuous improvement in performance quality;
- c. intermediate Teacher carries out the duties as referred to in section (1) using learning tools designed independently and/or in collaboration with colleagues, at least for themselves, and periodically conducting reflection for continuous improvement in performance quality;
- d. senior Teacher carries out the duties as referred to in section (1) using learning tools designed independently and/or in collaboration with colleagues

for themselves and other teachers, and periodically conducting reflection for continuous improvement in performance quality.

(4) The duties as referred to in section (1) and the scope of activities referred to in section (3) are carried out to meet the Expectations of Government Agencies in order to achieve organizational targets.

(5) The Expectations as referred to in section (4) are determined based on the principles of civil service employee performance management in accordance with the provisions of legislation.

Article 8

(1) In the event of career development, teachers may be assigned as:

- head of Educational Unit;
- Educational Unit assistant;
- educator in non-formal education; or
- other roles assigned by the minister administering government affairs in the field of education.

(2) The assignment as referred to in section (1) is determined as the performance of the Teacher.

CHAPTER IV PNS REQUIREMENTS IN SPECIALIST POSITIONS OF TEACHERS

Article 9

(1) The determination of PNS requirements in the Specialist Position of Teachers is calculated based on the workload determined from the following indicators:

- types of Teachers;
- types, levels, and forms of Educational Unit;
- curriculum structure;
- number of study groups; and/or
- other indicators determined by the minister administering government affairs in the field of education.

(2) The guidelines for calculating the requirements for Specialist Position of Teachers as referred to in section (1) are stipulated by the minister administering government affairs in the field of education after obtaining approval from the Minister.

(3) Appointment to Specialist Position of Teachers cannot be made before the guidelines for calculating the need for Specialist Positions of Teacher as referred to in section (2) have been established.

CHAPTER V APPOINTMENT AND DISMISSAL FROM POSITION

Part One Appointment

Article 10

The appointment of Specialist Position of Teachers is carried out through:

- a. first appointment;
- b. transfer from other positions;
- c. adjustment; and
- d. promotion.

Part Two Appointment Requirements

Article 11

- (1) Appointment to Specialist Position of Teachers through first appointment as referred to in Article 10 point a must meet the following requirements:
 - a. PNS status;
 - b. good integrity and morality;
 - c. physically and mentally healthy;
 - d. minimum bachelor's degree or applied bachelor's degree; and
 - e. minimum performance rating of good in the last 1 (one) year.
- (2) The first appointment as referred to in section (1) is an appointment to fill the Specialist Position of Teachers from PNS candidates for:
 - a. first Specialist Position of Teachers; or
 - b. junior Specialist Position of Teachers.
- (3) The first appointment through the filling of Specialist Position of Teacher from PNS candidates as referred to in section (2) must include the nomenclature of the Specialist Position of Teachers in the decision to appoint PNS candidates and be given a position class in accordance with the class of Specialist Position of Teachers.
- (4) The determination of requirements for the first appointment as referred to in section (2) is carried out in accordance with the provisions of legislation.
- (5) The minister administering government affairs in the field of education compiles and submits details of the educational qualifications as referred to in section (1) point d to the Minister as recommendations for educational qualifications in the appointment of Specialist Position of Teachers through first appointment.
- (6) Appointment to a Specialist Position of Teachers through first appointment requires an educator certificate for Teachers.
- (7) PNS candidates who do not yet have educator certificates for Teachers are obligated to attend and pass professional Teacher training within a maximum of 2 (two) years after being appointed as PNS candidates.

Article 12

- (1) Appointment to a Specialist Position of Teachers through transfer from other positions as referred to in Article 10 point b must meet the following requirements:
 - a. having PNS status;
 - b. having good integrity and morality;

- c. being physically and mentally healthy;
- d. having minimum bachelor's degree or applied bachelor's degree;
- e. having educator certificate for Teachers;
- f. taking and passing competency test in accordance with competency standards set by the fostering agency;
- g. having at least 2 (two) years of experience in performing duties in the field of education relevant to the duties of a Teacher;
- h. having the lowest performance rating of good in the last 2 (two) years; and
- i. oldest:
 - a. 53 (fifty-three) years for the First Specialist Position of Teachers and Specialist Position of Junior Teacher;
 - b. 55 (fifty-five) years for the Specialist Position of Intermediate Teacher; and
 - c. 58 (fifty-eight) years for the Specialist Position of Senior Teacher for PNS who have held senior executive service.

(2) The appointment of Specialist Positions of Teachers through transfers must take into account the availability of vacancies.

(3) The determination of requirements for appointment through transfer as referred to in section (2) and the transfer mechanism in the Specialist Position of Teachers is carried out in accordance with the provisions of legislation.

(4) The minister administering government affairs in the field of education compiles and submits details of the educational qualifications as referred to in section (1) point d to the Minister as recommendations for educational qualifications in the appointment of Specialist Position of Teachers through transfer from other positions.

Article 13

(1) The appointment to a Specialist Position of Teachers through adjustment as referred to in Article 10 point c must meet the following requirements:

- a. having PNS status;
- b. having good integrity and morality;
- c. being physically and mentally healthy;
- d. having minimum bachelor's degree or applied;
- e. having an educator certificate for Teachers;
- f. having at least 2 (two) years of experience in performing duties of Teacher; and
- g. having a minimum performance rating in the last 2 (two) years.

(2) The appointment to a Specialist Position of Teachers through adjustment as referred to in section (1) is carried out for:

- a. PNS who have experience and/or are still performing duties in the field of Teacher based on the PyB decision; and

- b. PNS with a Specialist Position of Teachers who are still performing duties of Teacher but have not yet been appointed to a Specialist Position of Teacher.
- (3) The appointment of Specialist Position of Teachers through adjustments must consider the availability of vacancies for the position level to be filled.
- (4) The determination of requirements for appointment through adjustment as referred to in section (3) is carried out in accordance with the provisions of legislation.

Article 14

- (1) The promotion to the Specialist Position of Teacher as referred to in Article 10 point d is carried out through:
 - a. promotion to the Specialist Position of Teachers; and
 - b. advancement level in the Specialist Position of Teachers.
- (2) The appointment to a Specialist Teacher Position through promotion as referred to in section (1) point a meets the following requirements:
 - a. having minimum bachelor's degree or applied bachelor's degree;
 - b. having an educator certificate for Teachers;
 - c. taking and passing a competency test in accordance with the competency standards set by the minister administering government affairs in the field of education;
 - d. having lowest performance rating of very good in the last 2 (two) years;
 - e. having a good track record;
 - f. not currently undergoing PNS disciplinary proceedings;
 - g. has not been punished for violating the PNS code of ethics and professional conduct within the last 3 (three) years; and
 - h. has never been subject to moderate or severe disciplinary punishment as a PNS within the last 3 (three) years.
- (3) The appointment to a Specialist Position of Teachers through promotion as referred to in section (1) point b meet the following requirements:
 - a. meeting the Cumulative Credit Points for promotion to a higher position;
 - b. taking and passing a competency test in accordance with the competency standards set by the minister administering government affairs in the field of education;
 - c. having lowest performance rating of good in last 1 (one) year; and
 - d. having minimum qualification of bachelor's degree or applied bachelor's degree.
- (4) The promotion through advancement of level of position as referred to in section (1) point b is carried out based on the recommendations of the performance appraisal team.
- (5) To take the competency test as referred to in section (3) point b, Teachers must have fulfilled the Cumulative Credit Points for promotion as referred to in section (3) point a.

- (6) The Cumulative Credit Points and the mechanism for promotion as referred to in section (3) are in accordance with the provisions of legislation.
- (7) The appointment to Specialist Position of Teachers through promotion must consider the availability of vacancies for the position level to be filled.
- (8) The determination of requirements for appointment through promotion as referred to in section (7) is carried out in accordance with the provisions of legislation.

Part Three Appointment Mechanism

Article 15

- (1) Appointment to Specialist Position of Teachers is determined by the PPK based on recommendations from the PyB, for:
 - a. first Specialist Position of Teacher;
 - b. junior Specialist Position of Teacher; and
 - c. intermediate Specialist Position of Teacher.
- (2) Appointment to senior Specialist Position of Teacher are made by the President upon the recommendation of the PPK after receiving technical considerations from the heads of non-ministerial government agencies that carry out governmental duties in the areas of technical policy formulation and determination, guidance, service provision, control over the implementation of technical policies on civil service management, and supervision of the implementation of the merit system and determination of requirements from the Minister.
- (3) The procedure for appointment to the Specialist Position of Teachers is carried out in accordance with the provisions of legislation.

Part Four Dismissal

Article 16

- (1) Teachers are dismissed from their positions if they:
 - a. resign from the position;
 - b. are temporarily dismissed as a PNS;
 - c. take leave outside the state's responsibility;
 - d. undertake study assignments for more than 6 (six) months;
 - e. assigned full-time to senior executive service, middle management position, supervisory position, and general position; or
 - f. does not meet the requirements for the Specialist Position of Teachers.
- (2) Teachers who are dismissed for the reasons as referred to in section (1) point b to point e may be reappointed in accordance with their last position if there is a need for a Specialist Position of Teachers.
- (3) Reappointment to a Specialist Position of Teachers as referred to in section (2) is carried out using the latest Cumulative Credit Points held in their position level and

may be supplemented by the performance assessment of the Teacher's duties during their dismissal.

- (4) Teachers who are dismissed because they are assigned to the position as referred to in section (1) point e may be adjusted to the level corresponding to their last rank in their positions at least 1 (one) year after being reinstated to the last level they held, with a minimum performance evaluation rating of "good" after taking and passing a competency test, if there is a need for Specialist Position of Teachers.
- (5) Teachers as referred to in section (1) point a and point f must first be investigated and obtain permission from PyB before their dismissal is finalized.
- (6) The mechanism for dismissal and reappointment in the Specialist Position of Teachers is carried out in accordance with the provisions of the applicable legislation.

CHAPTER VI

PERFORMANCE MANAGEMENT, COMPETENCY DEVELOPMENT, AND RANK ADVANCEMENT

Part One

Performance Management

Article 17

- (1) Performance management for Specialist Position of Teachers consists of:
 - a. performance planning, which includes setting and clarifying Expectations;
 - b. implementation, monitoring, and performance coaching;
 - c. performance assessment, which includes performance evaluation; and
 - d. following up on performance evaluation results.
- (2) The performance evaluation as referred to in section (1) point c is further determined in the performance rating to be converted into Credit Points.
- (3) In the event that Teachers obtain higher formal education certificate, an additional 25% (twenty-five percent) of the Cumulative Credit Points for rank advancement according to their level will be awarded for 1 (one) assessment.
- (4) The conversion of Credit Points as referred to in section (2) and section (3) and the performance management of Specialist Position of Teachers is carried out in accordance with the provisions of legislation.

Part Two

Competency Development

Article 18

- (1) Teachers are obligated to meet the competency standards set by the fostering agency in accordance with the provisions of legislation.
- (2) Teachers are obligated to continuously develop their competencies in accordance with the minimum competency standards as referred to in section (1) and the

interests and needs of performing the duties of the Specialist Position of Teachers in an integrated learning system in accordance with the provisions of legislation.

Part Three
Rank Advancement

Article 19

- (1) Rank advancement of 1 (one) level higher may be granted and considered if the minimum Cumulative Credit Points for rank advancement has been fulfilled.
- (2) In the event that a Teacher has fulfilled the Cumulative Credit Points for rank advancement along with a promotion and meets the competency qualifications for the rank to be occupied, but there are no vacancies available in the rank to be occupied, the Teacher may be granted a rank advancement of one rank higher after taking and passing a competency test.
- (3) Teachers who demonstrate exceptional performance assessment and expertise in carrying out their duties may be awarded a special rank advancement.
- (4) Teachers assigned to special areas receive automatic regular rank advancement and special rank advancement for 1 (one) time.
- (5) The Cumulative Credit Points as referred to in section (1) and the mechanisms for rank advancement and special rank advancement are implemented in accordance with the provisions of legislation.

CHAPTER VII
FOSTERING AGENCY

Article 20

- (1) The fostering agency for the Specialist Position of Teachers is the ministry administering government affairs in the field of education.
- (2) The fostering agency has the following duties:
 - a. developing guidelines for the formation of Specialist Position of Teachers;
 - b. developing competency standards for Specialist Position of Teachers;
 - c. developing implementation guidelines and technical guidelines for the Specialist Position of Teachers;
 - d. developing quality standards for work output and guidelines for assessing the quality of Teachers' work output;
 - e. developing guidelines for writing innovative papers/scientific works in the field of Specialist Position of Teacher duties;
 - f. developing a training curriculum for the Specialist Position of Teachers;
 - g. conducting Specialist Position of Teachers training;
 - h. developing the implementation of specialist training at training institutions;
 - i. conducting competency tests for Specialist Position of Teachers;

- j. analyzing training needs in the field of Specialist Position of Teacher duties;
- k. conducting dissemination of implementation guidelines and technical guidelines for Specialist Position of Teachers;
- l. developing an information system for the Specialist Position of Teachers;
- m. facilitating the implementation of the main duties of the Specialist Position of Teachers;
- n. facilitating the establishment of a professional organization for Specialist Position of Teachers;
- o. facilitating the drafting and establishment of professional codes of ethics and codes of conduct for the Specialist Position of Teachers;
- p. conducting Specialist training accreditation with reference to the provisions established by the National Institute of Public Administration;
- q. conducting monitoring and evaluation of the implementation of Specialist Position of Teachers in all Government Agencies that use Specialist Position of Teachers;
- r. coordinating with user agencies in the context of Teacher career development; and
- s. compiling position factor information for position evaluation.

(3) The competency test as referred to in section (2) point i may be conducted by a Government Agency employing Specialist Position of Teachers after obtaining accreditation from the fostering agency in accordance with the provisions of legislation.

(4) The implementation of duties and reporting of the results of Specialist Position of Teachers fostering is carried out in accordance with the provisions of legislation.

CHAPTER VIII PROFESSIONAL ORGANIZATION

Article 21

- (1) Specialist Positions of Teacher must have a professional organization.
- (2) Every Teacher is obligated to be a member of the Specialist Position of Teacher professional organization.
- (3) The establishment of professional organization, duties, and the implementation of working relationships between professional organization of Specialist Position of Teachers and fostering agency are carried out in accordance with the provisions of legislation.

CHAPTER IX MISCELLANEOUS PROVISION

Article 22

Appointment to a Specialist Position of Teachers through adjustment as referred to in Article 13 is carried out 1 (one) time, no later than 2 (two) years after this Ministerial Regulation is promulgated.

CHAPTER X TRANSITIONAL PROVISIONS

Article 23

- (1) At the time this Ministerial Regulation comes into force, a PPK adjusts Specialist Position of Teacher in accordance with the following provisions:
 - a. first Specialist Position of Teachers for PNS who hold the first Specialist Position of Learning Facilitators and first Inspector;
 - b. junior Specialist Position of Teachers for PNS who hold the junior Specialist position of School Supervisors, junior Learning Facilitators, and junior Inspectors; and
 - c. intermediate Specialist Position of Teachers for PNS who hold the intermediate Specialist Position of School Supervisors, intermediate Learning Facilitators, and intermediate Inspectors, for a maximum of 2 (two) years from the date of the promulgation of this Ministerial Regulation.
- (2) The PPK assigns Teachers as referred to in section (1) with the following provisions:
 - a. Teachers who previously held the Specialist Position of School Supervisors and the Specialist Position of Inspectors assigned as assistants to the Educational Unit; and
 - b. Teachers who previously held the position of Specialist Position of Learning Facilitators assigned as educators in non-formal education.
- (3) Teachers as referred to in section (1) who previously held the Specialist Position of School Supervisors, Specialist Position of Learning Facilitators, and Specialist Position of Inspectors are obligated to have an educator certificate for Teachers no later than 2 (two) years after this Ministerial Regulation is promulgated.
- (4) PNS who hold the senior Specialist Position of School Supervisors and Senior Inspectors remain in their positions until they reach the retirement age of 65 (sixty-five) years or are dismissed in accordance with the provisions of legislation.
- (5) PNS as referred to in section (4) performs their duties in accordance with the provisions for PNS who hold the Senior Specialist Position of Teachers assigned as assistant to Educational Units.

Article 24

At this Ministerial Regulation comes into force:

- a. The Credit Points obtained from the previous Specialist Position as referred to in Article 23 section (1) are determined as the Credit Points for Specialist Position of Teachers in accordance with the position level; and
- b. The requirements for the Specialist Position of School Supervisors, Specialist Position of Learning Facilitators, and Specialist Position of Inspectors that have been approved by the Minister as referred to in Article 23 section (1) are stipulated as the requirements for the Specialist

Position of Teachers in accordance with the provisions of legislation.

Article 25

- (1) Teachers with a rank below *Penata Muda III/a* who do not yet meet the required qualifications are appointed and carry out the duties of the Specialist Position of Teacher at the first level no later than 1 (one) year as of this Ministerial Regulation is promulgated.
- (2) Teachers as referred to in section (1) are obligated to have educational qualifications in accordance with the requirements of the position for a maximum of 10 (ten) years as of the date of promulgation of this Ministerial Regulation.
- (3) In the event that a Teacher does not meet the required qualifications by the deadline specified in section (2), the Teacher is dismissed from his/her Specialist Position and not be granted a rank advancement.

CHAPTER XI
CLOSING PROVISIONS

Article 26

At the time this Ministerial Regulation comes into force, all provisions of legislation that constitute implementing regulations of:

- a. Regulation of the Minister of State for Administrative and Bureaucratic Reform Number 16 of 2009 on Specialist Position of Teachers and their Credit Points;
- b. Regulation of the Minister of State for Administrative and Bureaucratic Reform Number 14 of 2010 on Specialist Position of Inspectors and their Credit Points;
- c. Regulation of the Minister of State for Administrative and Bureaucratic Reform Number 15 of 2010 on Specialist Position of Learning Facilitators and their Credit Points; and
- d. Regulation of the Minister of State for Administrative and Bureaucratic Reform Number 21 of 2010 on Specialist Position of School Supervisors and their Credit Points, as amended by Regulation of the Minister of State for Administrative and Bureaucratic Reform Number 14 of 2016 on Amendment to Regulation of the Minister of State for Administrative and Bureaucratic Reform Number 21 of 2010 on Specialist Position of School Supervisors and their Credit Points. Number 21 of 2010 on Specialist Positions of School Supervisors and their Credit Points (State Bulletin of the Republic of Indonesia of 2016 Number 1271),

are declared to remain effective to the extent not contrary to this Ministerial Regulation.

Article 27

At the time this Ministerial Regulation comes into force:

- a. Regulation of the Minister of State for Administrative and Bureaucratic Reform Number 16 of 2009 on Specialist Position of Teachers and their Credit Points;

- b. Regulation of the Minister of State for Administrative and Bureaucratic Reform Number 14 of 2010 on Specialist Position of Inspectors and their Credit Points;
- c. Regulation of the Minister of State for Administrative and Bureaucratic Reform Number 15 of 2010 on Specialist Position of Learning Facilitators and their Credit Points;
- d. Regulation of the Minister of State for Administrative and Bureaucratic Reform Number 21 of 2010; and
- e. Regulation of the Minister of State for Administrative and Bureaucratic Reform Number 14 of 2016 on Amendment to Regulation of the Minister of State for Administrative and Bureaucratic Reform Number 21 of 2010 on Specialist Positions of School Supervisors and their Credit Points (State Bulletin of the Republic of Indonesia of 2016 Number 1271),

are repealed and declared ineffective.

Article 28

This Ministerial Regulation come 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 the State Bulletin of the Republic of Indonesia.

Issued in Jakarta,
on 10 December 2024
MINISTER OF ADMINISTRATIVE AND
BUREAUCRATIC REFORM OF THE
REPUBLIC OF Indonesia

signed

RINI WIDYANTINI

Promulgated in Jakarta
on 23 December 2024

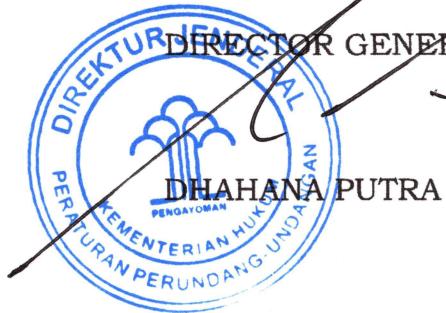
DIRECTOR GENERAL OF LEGISLATION
THE MINISTRY OF LAW OF THE REPUBLIC OF Indonesia

signed

DHAHANA PUTRA

State Bulletin of the Republic of Indonesia of 2024 Number 998

Jakarta, 2 Desember 2025
Has been translated as an Official Translation
on behalf of the Minister of Law
of the Republic of Indonesia



DIRECTOR GENERAL OF LEGISLATION,

DHAHANA PUTRA