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**REGENT SUKOHARJO
PROVINCE OF CENTRAL JAVA
SUKOHARJO REGENCY REGULATIONS
NUMBER 20 OF 2019**

ABOUT

**MANAGERIAL AND SOCIAL CULTURAL POSITION COMPETENCY STANDARDS
IN HIGH LEADERSHIP POSITIONS, ADMINISTRATORS AND SUPERVISORS
IN THE ENVIRONMENT OF THE SUKOHARJO DISTRICT GOVERNMENT**

BY THE GRACE OF GOD ALMIGHTY

REGENT SUKOHARJO,

- Considering:**
- a. that for the efficient and effective implementation of professional and quality Civil Servant duties, it is necessary to have position competency standards;
 - b. that based on the considerations as intended in letter a, it is necessary to establish a Regent's Regulation concerning Competency Standards for Managerial and Social and Cultural Positions in High Leadership, Administrator and Supervisory Positions within the Sukoharjo Regency Government;

- Bearing in mind:**
1. Law Number 13 of 1950 concerning the Establishment of Regency Areas within the Province of Central Java;
 2. Law Number 12 of 2011 concerning the Formation of Legislation (State Gazette of the Republic of Indonesia of 2011 Number 82, Supplement to the State Gazette of the Republic of Indonesia Number 5234); 3. Law Number 5 of 2014 concerning State Civil Apparatus (State Gazette of the Republic of Indonesia of 2014 Number 6, Supplement to State Gazette of the Republic of Indonesia Number 5494);
 4. Law Number 23 of 2014 concerning Regional Government (State Gazette of the Republic of Indonesia of 2014 Number 244, Supplement to the State Gazette of the Republic of Indonesia Number 5587) as amended several times, most recently by Law Number 9 of 2015 concerning the Second Amendment to the Law. Law Number 23 of 2014 concerning Regional Government (State Gazette of the Republic of Indonesia of 2015 Number 58, Supplement to State Gazette of the Republic of Indonesia Number 5679);

5. Government Regulation Number 58 of 2005 concerning Regional Financial Management (State Gazette of the Republic of Indonesia of 2005 Number 140, Supplement to State Gazette of the Republic of Indonesia Number 4578);
6. Government Regulation Number 18 of 2016 concerning Regional Apparatus (State Gazette of the Republic of Indonesia of 2016 Number 114, Supplement to the State Gazette of the Republic of Indonesia Number 5887);
7. Government Regulation Number 11 of 2017 concerning Management of Civil Servants (State Gazette of the Republic of Indonesia of 2017 Number 63, Supplement to State Gazette of the Republic of Indonesia Number 6037);
8. Government Regulation Number 12 of 2017 concerning Development and Supervision of Regional Government Implementation (State Gazette of the Republic of Indonesia of 2017 Number 73, additional State Gazette of the Republic of Indonesia Number 6041);
9. Presidential Regulation Number 87 of 2014 concerning Implementing Regulations of Law Number 12 of 2011 concerning the Formation of Legislation (State Gazette of the Republic of Indonesia of 2014 Number 199);
10. Regulation of the Minister of Home Affairs Number 80 of 2015 concerning the Formation of Regional Legal Products (State Gazette of the Republic of Indonesia of 2015 Number 2036) as amended by Regulation of the Minister of Home Affairs Number 120 of 2018 concerning Amendments to Regulation of the Minister of Home Affairs Number 80 of 2015 concerning Product Formation Regional Law (State Gazette of the Republic of Indonesia 2019 Number 157);
11. Regulation of the Minister for Administrative Reform and Bureaucratic Reform Number 38 of 2017 concerning Competency Standards for State Civil Apparatus Positions (State Gazette of the Republic of Indonesia of 2017 Number 1907);
12. Sukoharjo Regency Regional Regulation Number 12 of 2016 concerning the Formation and Structure of Regional Apparatus (Sukoharjo Regency Regional Gazette Number 12 of 2016, Supplement to Sukoharjo Regency Regional Gazette Number 236);

13. Regulation of the Regent of Sukoharjo Number 49 of 2016 concerning Position, Organizational Structure, Duties and Functions and Work Procedures, Expert Staff of the Regent, Regional Secretariat, Secretariat of the Regional People's Representative Council, Inspectorate and District (Regional Gazette of Sukoharjo Regency of 2016 Number 49) as stated in amended by Sukoharjo Regent Regulation Number 1 of 2019 concerning Amendments to Sukoharjo Regent Regulation Number 49 of 2016 concerning Position, Organizational Structure, Duties and Functions and Work Procedures, Regent's Expert Staff, Regional Secretariat, Secretariat of Regional People's Representative Council, Inspectorate and District (News Sukoharjo Regency Region 2019 Number 1);
14. Regulation of the Regent of Sukoharjo Number 50 of 2016 concerning Position, Organizational Structure, Duties and Functions, and Work Procedures of the Sukoharjo Regency Regional Service (Regional Gazette of Sukoharjo Regency of 2016 Number 50);
15. Sukoharjo Regent Regulation Number 51 of 2016 concerning Position, Organizational Structure, Duties and Functions, and Work Procedures of Sukoharjo Regency Regional Bodies (Sukoharjo Regency Regional Gazette of 2016 Number 51);
16. Regulation of the Regent of Sukoharjo Number 27 of 2018 concerning the Establishment, Position, Organizational Structure, Duties and Work Procedures of the Regional Technical Implementation Unit of Sukoharjo Regency (Regional Gazette of Sukoharjo Regency of 2018 Number 27);

DECIDE:

Establish: REGENT REGULATION CONCERNING COMPETENCY STANDARDS FOR MANAGERIAL AND SOCIAL CULTURAL POSITIONS IN HIGH LEADERSHIP POSITIONS, ADMINISTRATORS AND SUPERVISORS IN THE SUKOHARJO DISTRICT GOVERNMENT ENVIRONMENT.

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GENERAL REQUIREMENTS

article 1

In this Regent's Regulation what is meant by:

1. The region is Sukoharjo Regency.
2. Regional Government is the Regent as the organizing element of Regional Government which leads the implementation of government affairs which are the authority of the autonomous region.

3. The Regent is the Regent of Sukoharjo.
4. Regional Apparatus is the supporting element of the Regent and the Regional People's Representative Council in the implementation of Government Affairs which fall under the authority of the Region.
5. Regional Service is the Sukoharjo Regency Regional Service.
6. Regional Agency is the Regional Agency of Sukoharjo Regency.
7. State Civil Apparatus Position Competency Standards, hereinafter referred to as ASN Competency Standards, are a description of the knowledge, skills and behavior required by a State Civil Apparatus to carry out office duties.
8. State Civil Apparatus, hereinafter abbreviated as ASN, is a profession for civil servants and government employees with work agreements who work for government agencies.
9. State Civil Service Employees, hereinafter referred to as ASN Employees, are civil servants and government employees with a work agreement who are appointed by civil service development officials and assigned duties in a government position or entrusted with other state duties and are paid based on statutory regulations.
10. Civil servants, hereinafter abbreviated to PNS, are Indonesian citizens who meet certain requirements, appointed as ASN employees on a permanent basis by civil service management officials to occupy government positions.
11. Position is a position that indicates the functions, duties, responsibilities, authority and rights of an ASN employee in an organizational unit.
12. Position Overview is a job description that is prepared concisely in the form of one sentence which reflects the main tasks of the position.
13. Job Description is an explanation or explanation of all job duties which are the main tasks carried out by the position holder in processing work materials into work results.
14. Managerial Competencies: knowledge, skills, and attitudes/ behaviors that can be observed, measured, and developed to lead and/or manage organizational units.

15. **Socio-Cultural Competency is knowledge, skills, and attitudes/ behavior that can be observed, measured, and developed related to the experience of interacting with a pluralistic society in terms of religion, ethnicity and culture, behavior, national insight, ethics, values, morals, emotions and principles, which must be fulfilled by each position holder to obtain work results in accordance with the role, function and position.**

CHAPTER II

**COMPETENCY STANDARDS FOR HIGH LEADERSHIP POSITIONS,
ADMINISTRATOR AND SUPERVISOR**

Section 2

**Job Competency Standards consist of: a.
managerial competency standards; And
b. socio-cultural competency standards.**

Article 3

(1) The managerial competency standards as referred to in Article 2 letter a are the minimum managerial competency requirements that an ASN must have in carrying out office duties.

(2) The socio-cultural competency standards as referred to in Article 2 letter b are the minimum socio-cultural competency requirements that an ASN must have in carrying out their job duties.

Article 4

Competency standards for the positions of High Leaders, Administrators and Supervisors as stated in the Appendix which is an inseparable part of this Regent's Regulation.

CLOSING

Article 5

This Regent's Regulation comes into force on the date of promulgation.

So that everyone is aware, this Regent's Regulation is ordered to be promulgated by placing it in the Regional Gazette of Sukoharjo Regency.

**Stipulated in Sukoharjo on
April 1 2019**

REGENT SUKOHARJO,

signed

WARDOYO WIJAYA

**Promulgated in Sukoharjo
on April 1, 2019**

**REGIONAL SECRETARY
SUKOHARJO DISTRICT,**

signed

AGUS SANTOSA

**REGIONAL NEWS SUKOHARJO DISTRICT
YEAR 2019 NUMBER 20**