

LEGAL STUDY ON THE IMPLEMENTATION OF CLOSE SUPERVISION BASED ON PERKAP NO. 2 OF 2022 AT THE DELI SERDANG CITY POLICE

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This study aims to examine the implementation of inherent supervision based on Regulation of the Chief of the Indonesian National Police Number 2 of 2022 at the Deli Serdang City Police, to identify factors that hinder its effectiveness, and to formulate solutions to violations occurring in its implementation. The implementation of inherent supervision based on Regulation Number 2 of 2022 at the Deli Serdang City Police has, in principle, been carried out in accordance with the applicable normative provisions. Supervision is conducted by direct superiors through guidance, monitoring, evaluation, and coaching of subordinates. The mechanism of inherent supervision has been implemented in a tiered manner and emphasizes a preventive approach as regulated in the Regulation. Nevertheless, its implementation has not been fully consistent and continuous across all work units. This indicates that although the Regulation has been used as a guideline, its implementation still requires strengthening. Solutions to violations of Regulation Number 2 of 2022 at the Deli Serdang City Police can be pursued through strengthening guidance, increasing consistency in supervision, and enforcing discipline in a tiered and proportional manner.

Keywords: *Inherent Supervision, Regulation of the Chief of Police Number 2 of 2022, Deli Serdang City Police*

1. INTRODUCTION

Attached supervision is a supervisory mechanism carried out continuously and integrated at every level of the organization. This supervision aims to ensure that every activity carried out by members of the Indonesian National Police remains within the corridor of applicable law, and to prevent the occurrence of violations or abuse of authority that may harm the public or the police institution itself. In the context of criminal law, this attached supervision becomes highly relevant because it aims to prevent criminal acts committed by law enforcement officers, whether personal or institutional in nature.

The importance of attached supervision within the Indonesian National Police is not limited only to efforts to prevent abuse of authority, but also to enhance accountability,

Journal of Law and Justice

ISSN: 3124-419X (Online Media) Vol: 1, No: 1, Page: 96 - 104

Link: <https://e-journalbarokahpublisher.com/index.php/jihuk>

transparency, and professionalism in the execution of police duties. Effective supervision will create a sense of public trust in police performance, as well as improve the image of the Indonesian National Police as an institution that carries out law enforcement functions fairly and responsibly.

In order to strengthen this supervisory mechanism, the Indonesian National Police issued Chief of Police Regulation Number 2 of 2022 concerning Attached Supervision within the Indonesian National Police. This regulation serves as the main legal basis for every member of the Indonesian National Police in carrying out supervision over the implementation of the duties and responsibilities of subordinates directly and continuously. It regulates the principles of attached supervision, procedures for implementation, and mechanisms of accountability for supervisory officials. The substance of this Chief of Police Regulation emphasizes that every superior is obliged to carry out supervision actively, not merely administratively, so that potential violations can be prevented at an early stage.

However, in practice, the implementation of attached supervision often faces various challenges and obstacles that need to be identified and addressed with appropriate solutions. Therefore, this study focuses on the implementation of attached supervision within the Indonesian National Police from a criminal law perspective, with the aim of exploring more deeply how attached supervision is regulated, implemented, and the factors that influence its effectiveness in preventing legal violations within the police institution.

In addition, another quite crucial issue is the organizational culture factor within the Indonesian National Police. A strong culture of solidarity among members often gives rise to resistance to the implementation of supervision, where violations committed by colleagues tend to be covered up in order to maintain the image of the corps. Such practices create the impression of “immunity from the law” among officers, which ultimately hampers the enforcement of discipline and reduces public trust in the Indonesian National Police institution. From a legal perspective, this condition reflects the weak implementation of the principle of equality before the law, where every police member should be subject to the same legal rules without exception.

2. METHODOLOGY

The location for data collection in this study was at the Deli Serdang Police Resort (Polresta Deli Serdang). The primary legal materials in this research include statutory

Journal of Law and Justice

ISSN: 3124-419X (Online Media) Vol: 1, No: 1, Page: 96 - 104

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regulations directly related to the implementation of attached supervision within the Indonesian National Police. The main regulations used as references include: Law Number 2 of 2002 concerning the Indonesian National Police, which serves as the primary legal basis for the duties and authorities of the Indonesian National Police, including internal supervisory mechanisms; the Criminal Code (KUHP). Secondary legal materials were obtained from scientific sources such as criminal law books, scientific journals, scholarly works, previous research results, and expert opinions providing analysis and interpretation regarding the implementation of supervision within the police system. Tertiary legal materials include supporting documents such as legal dictionaries, legal encyclopedias, and other publications that provide explanations or definitions of legal terms used in the analysis of this research. These three types of legal materials were used systematically to analyze in depth the effectiveness of implementing attached supervision from a criminal law perspective. The data analysis used in this legal research employed qualitative analysis methods.

3. RESULTS/CASE STUDY/EXPERIMENT/DEMONSTRATION/APPLICATION FUNCTIONALITY

Attached supervision in Chief of Police Regulation Number 2 of 2022 is positioned as an obligation of direct superiors in every work unit of the Indonesian National Police. This provision emphasizes that attached supervision is not an additional task, but an integral part of leadership functions. Superiors are responsible for ensuring that their subordinates carry out their duties in accordance with statutory regulations. This principle is in line with the opinion of Ridwan HR who states that internal supervision is a form of legal control over the use of authority. Thus, attached supervision has a strong juridical dimension.

Chief of Police Regulation Number 2 of 2022 stipulates that attached supervision is carried out in stages and continuously. This means that every level of leadership has supervisory responsibility according to the organizational structure. This provision aims to prevent gaps in supervision during the implementation of duties. According to Prajudi Atmosudirjo, tiered supervision is an important characteristic of an orderly administrative system. Without tiered supervision, the potential for deviation is difficult to control.

Interview results indicate that leaders at Polresta Deli Serdang understand attached supervision as a structural obligation. Supervision is carried out through direct briefings before and after the execution of duties. Superiors strive to ensure that members understand

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ISSN: 3124-419X (Online Media) Vol: 1, No: 1, Page: 96 - 104

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procedures and responsibilities. This practice is in accordance with the provisions of the Chief of Police Regulation which emphasize the active role of superiors. Thus, normatively, attached supervision has been understood by leadership.

Chief of Police Regulation Number 2 of 2022 places evaluation as part of attached supervision. Evaluation is conducted to assess the conformity of task implementation with applicable provisions. Evaluation also functions as a basis for making coaching decisions. According to Gary Dessler, performance evaluation is an important element in a supervisory system. Without evaluation, supervision loses its corrective function.

Factors inhibiting attached supervision are closely related to the implementation of Chief of Police Regulation No. 2 of 2022. These obstacles include consistency, commitment, understanding, documentation, and workload. These factors influence one another. Attached supervision has not yet fully operated in accordance with norms. This condition forms the basis for formulating solutions to the next problem formulation.

Overall, solutions to violations of Chief of Police Regulation No. 2 of 2022 at Polresta Deli Serdang must be carried out comprehensively and continuously. These efforts are not sufficient merely through sanction enforcement, but also require coaching, system strengthening, and changes in organizational culture. With the support of leaders with integrity, an effective supervisory system, and professional human resources, violations of Chief of Police Regulation No. 2 of 2022 can be minimized. Thus, attached supervision can function optimally as a fair and accountable internal control instrument of the Indonesian National Police.

4. DISCUSSION

The implementation of attached supervision based on Chief of Police Regulation Number 2 of 2022 at Polresta Deli Serdang has in principle been carried out in accordance with the established normative framework. Attached supervision is positioned as a structural obligation of direct superiors and an integral part of leadership functions, implemented in stages, continuously, and prioritizing a preventive approach. The forms of supervision include direction, direct field monitoring, performance evaluation, and coaching of members. This mechanism aims to prevent deviations at an early stage, enhance accountability, and ensure the execution of duties in accordance with statutory regulations and the Police Code of Ethics.

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ISSN: 3124-419X (Online Media) Vol: 1, No: 1, Page: 96 - 104

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Nevertheless, the implementation of attached supervision at Polresta Deli Serdang still faces several obstacles in practice. The consistency of supervision has not been evenly distributed across all work units, the intensity of supervision often depends on operational situations, and supervision documentation has not been carried out systematically and in an integrated manner. This condition indicates a gap between the norms of the Chief of Police Regulation and its implementation in the field. Therefore, although attached supervision has been carried out, strengthening is still required through improving leadership consistency, refining documentation systems, and strengthening coaching and discipline enforcement so that attached supervision becomes truly effective and sustainable.

The effectiveness of attached supervision based on Chief of Police Regulation Number 2 of 2022 at Polresta Deli Serdang still faces various obstacles arising from discrepancies between norms and practice. Supervision that should be carried out consistently, directly, preventively, and in stages has not yet been fully realized. Research results indicate that supervision tends to be situational and reactive, increasing at certain moments such as inspections or major activities, but weakening during routine activities. In addition, leadership time constraints, high workloads, and an imbalance between the ratio of leaders and members cause supervision to often be conducted administratively through reports without field verification, thereby reducing the preventive power of attached supervision.

Other obstacles include weak systematic coaching, poorly organized supervision documentation, suboptimal coordination between supervisory levels, and differences in commitment and understanding among leaders regarding the substance of Chief of Police Regulation Number 2 of 2022. Organizational culture factors, such as permissive attitudes and excessive solidarity, also weaken supervisory firmness. Furthermore, limited use of information technology and lack of regulation socialization widen the implementation gap. All of these factors are interrelated and impact the suboptimal implementation of attached supervision, thus requiring structural, cultural, and technical strengthening so that the objectives of the Chief of Police Regulation can be achieved effectively and sustainably.

Solutions to violations of Chief of Police Regulation Number 2 of 2022 at Polresta Deli Serdang must be placed within the framework of strengthening attached supervision that is preventive, corrective, and tiered. The regulation emphasizes that direct superiors are the first parties responsible for handling violations through clarification, coaching, and

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reprimands as initial steps. Coaching is positioned as the primary solution, especially for minor violations, with the aim of correcting behavior and enhancing member professionalism. If violations are repeated or more serious in nature, handling must be escalated through disciplinary mechanisms involving internal supervisory functions proportionally and consistently. Firm yet fair enforcement of rules is key to maintaining the authority of the Chief of Police Regulation and increasing member compliance.

In addition, solutions to violations also require systemic strengthening, including increasing leadership commitment and capacity, continuous socialization of the Chief of Police Regulation, and improving documentation and supervision evaluation systems. Orderly documentation and periodic evaluation are necessary to ensure accountability and supervision sustainability. The utilization of information technology, strengthening synergy between attached supervision and functional supervision, as well as building an organizational culture that upholds integrity and professionalism are also long-term strategic solutions. With a comprehensive and integrated approach, violations of Chief of Police Regulation Number 2 of 2022 at Polresta Deli Serdang can be minimized, so that attached supervision can function optimally as an internal control instrument of the Indonesian National Police.

5. CONCLUSION

The implementation of attached supervision based on Chief of Police Regulation Number 2 of 2022 at Polresta Deli Serdang has in principle been carried out in accordance with applicable normative provisions. Supervision is conducted by direct superiors through direction, monitoring, evaluation, and coaching of subordinates. The attached supervision mechanism has been implemented in stages and prioritizes a preventive approach as stipulated in the regulation.

ACKNOWLEDGMENTS

The author expresses gratitude to all parties who have provided support and contributions in the preparation of this research. Appreciation is extended to law enforcement officers and parties from Polresta Deli Serdang. In addition, the author conveys appreciation to academics and researchers whose works have become important references in developing the theoretical framework and legal analysis in this research.

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ISSN: 3124-419X (Online Media) Vol: 1, No: 1, Page: 96 - 104

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Special thanks are conveyed to the author's family for their prayers, moral support, and motivation throughout the research preparation process up to the writing of this article. The author realizes that this research still has limitations; therefore, constructive criticism and suggestions are highly expected for the improvement of future research. Factors inhibiting the effectiveness of attached supervision based on Chief of Police Regulation Number 2 of 2022 at Polresta Deli Serdang stem from discrepancies between norms and practice. These obstacles include lack of consistency in supervision by direct superiors, limited understanding of the provisions of the regulation, high workload, and suboptimal documentation and supporting supervision systems. In addition, uneven leadership commitment and organizational culture also influence supervision effectiveness. Solutions to violations of Chief of Police Regulation Number 2 of 2022 at Polresta Deli Serdang can be carried out through strengthening coaching, increasing supervision consistency, and enforcing discipline in a tiered and proportional manner. Other necessary efforts include enhancing leadership capacity through supervisory training, continuous socialization of the regulation, and strengthening documentation and supporting supervision systems.

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