

LEGAL REVIEW OF HEALTHCARE WORKERS' RESPONSIBILITY FOR THE MANAGEMENT AND CONFIDENTIALITY OF CIRCUMCISION PATIENTS' MEDICAL RECORDS

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Abstract

The management and confidentiality of medical records constitute a fundamental aspect of legal and ethical responsibility in healthcare services. However, in practice, many healthcare facilities in Indonesia still face challenges in implementing proper medical record management, particularly in circumcision (*sirkumsisi*) services, where documentation accuracy and patient confidentiality are often neglected. This research aims to examine the legal responsibility of healthcare workers in managing and maintaining the confidentiality of circumcision medical records based on Minister of Health Regulation No. 24 of 2022 on Medical Records and Law No. 17 of 2023 on Health. The study employs a juridical-normative research design, focusing on the analysis of statutory regulations, legal principles, and doctrinal interpretations related to healthcare law. The population includes all national legal instruments and academic literature concerning medical record management, while the sample consists of selected legal documents, ministerial regulations, and scholarly articles relevant to the topic. Data were collected through literature study and analyzed using qualitative descriptive and content analysis techniques, allowing interpretation of the coherence between legal norms and professional obligations. The results reveal that although the existing legal framework clearly regulates medical record management and confidentiality, there remains a gap between normative obligations and practical implementation, largely due to weak supervision and insufficient legal awareness among healthcare workers. The study recommends enhancing legal education, institutional supervision, and ethical compliance to strengthen the accountability and confidentiality standards of medical record management, particularly in circumcision services, ensuring better patient protection and institutional integrity.

Keywords: *Medical Records, Legal Responsibility, Confidentiality, Circumcision Services, Health Law*

INTRODUCTION

The development of modern healthcare demands an administrative system that is organized, transparent, and accountable to ensure the quality of services provided to the public. One of the most crucial instruments in this system is the medical record, which functions as a legal document, a source of medical information, and a basis for clinical and administrative decision-making. Medical records have a strategic legal position because they contain confidential information regarding a patient's identity, diagnosis, medical procedures, and treatment results. According to Maliang et al., (2019), a medical record management system

must ensure accuracy, security, and confidentiality to support the effectiveness of healthcare services. However, in practice, various obstacles still exist, particularly in terms of limited human resources and inconsistent implementation of standard procedures (Girsang et al., 2024).

The issue of medical record confidentiality has become increasingly important, particularly in relation to patients' legal protection as subjects of personal data. Medical records not only store medical information but also contain sensitive data protected by law, which obligates healthcare professionals to maintain strict confidentiality. As stated by Riskanita (2023), the responsibility of healthcare facilities to maintain the confidentiality of medical records is a form of patient legal protection that must be implemented in accordance with applicable regulations, including Law No. 17 of 2023 on Health and Minister of Health Regulation No. 24 of 2022 on Medical Records. Similarly, Sustiyanto et al., (2024) emphasize that any breach of medical record confidentiality may result in legal consequences for doctors or healthcare workers, particularly when it causes harm to patients. Therefore, the legal responsibility of healthcare workers plays a crucial role in ensuring that patient information is managed properly and lawfully.

In the context of specific medical procedures such as circumcision, the responsibility of healthcare workers regarding medical record management becomes more complex. This is due to the fact that most circumcision patients are children, who require dual protection, both in terms of medical care and children's rights. Wahyudian (2020) explains that circumcision procedures performed by healthcare workers carry distinct legal implications depending on their professional qualifications and practice licenses. Furthermore, Santoso et al., (2022) highlight that circumcision procedures carried out by non-physician healthcare workers may pose legal problems if not supported by complete and valid medical records. This indicates that managing medical records for circumcision procedures is not merely an administrative task but is closely related to the legal accountability of healthcare professionals for the legitimacy of their medical actions.

Several previous studies have discussed the importance of confidentiality and medical record management, but most have focused only on institutional or administrative aspects. For instance, Bagaskara et al., (2022) examined the hospital's responsibility for maintaining medical record confidentiality, while Handayuni & Handayani (2020) investigated the implementation of medical record management at community health centers (puskesmas). However, research specifically addressing the responsibility of healthcare professionals in managing and maintaining the confidentiality of medical records in circumcision procedures, particularly with reference to Minister of Health Regulation No. 24 of 2022, remains very limited. In addition, Tirtana & Hardyansyah (2024) found that many healthcare workers still lack understanding of the legal boundaries concerning access to and storage of patient data within medical records, which poses risks of ethical and legal violations.

Based on these considerations, there exists a research gap between the legal regulations governing healthcare workers' obligations and responsibilities in managing medical records and their actual implementation in practice, especially in the context of circumcision procedures. This research is therefore significant in providing a juridical-normative analysis of healthcare workers' responsibilities for ensuring proper management and confidentiality of

circumcision patients' medical records in accordance with Minister of Health Regulation No. 24 of 2022 on Medical Records. Consequently, this study is expected to strengthen healthcare workers' legal awareness, contribute to policy development on the protection of patients' medical data, and promote greater compliance with legal standards in healthcare practices across Indonesia (Windy et al., 2023).

RESEARCH METHOD

This research employs a juridical-normative design, focusing on the analysis of legal norms and statutory frameworks governing the management and confidentiality of medical records, particularly in circumcision (sirkumsisi) procedures. The juridical-normative approach aims to examine legal principles, statutory regulations, and doctrinal interpretations related to the legal responsibility of healthcare workers in handling patients' medical information. This design was chosen to obtain a comprehensive doctrinal understanding of the legal norms regulating medical record management and data confidentiality without involving empirical field data. The research specifically refers to the provisions of Minister of Health Regulation No. 24 of 2022 on Medical Records, as well as relevant legal instruments such as Law No. 17 of 2023 on Health, and other supporting regulations concerning professional conduct and medical ethics.

The population of this research encompasses all national legal instruments and academic literature concerning healthcare law, medical ethics, and data protection in medical practice. The sample consists of selected documents, laws, ministerial regulations, journal articles, and previous studies that are directly related to the topic of healthcare workers' legal responsibility for medical record management and confidentiality in Indonesia. These materials were purposively selected based on their relevance, validity, and contribution to the legal analysis of the research problem. The study utilizes secondary data obtained through an extensive literature review. The data sources include statutory regulations, official government documents, accredited national journals, peer-reviewed international journals, academic articles, and authoritative textbooks published within the last ten years. The main research instrument is a document review checklist, developed to identify and categorize information according to legal and ethical dimensions of medical record management and confidentiality. This instrument ensures a systematic review of textual data from multiple sources.

Data analysis was conducted using a qualitative descriptive method combined with content analysis. This analytical technique was applied to interpret the meaning, consistency, and interrelation of legal norms concerning healthcare workers' responsibilities. The process of analysis involved data reduction, classification of legal and ethical concepts, and synthesis of findings to identify the alignment between statutory obligations and ethical standards in healthcare practice. The findings were then organized thematically to provide a structured juridical interpretation of medical record management, focusing on confidentiality obligations in circumcision services. To ensure the validity and reliability of the findings, the research applied a source triangulation technique by comparing and cross-verifying legal provisions from multiple sources, including statutory laws, ministerial regulations, and professional ethical codes, with interpretations found in scholarly literature. This triangulation process strengthens the consistency and credibility of the conclusions, ensuring that the analysis reflects

a comprehensive and coherent understanding of current legal frameworks governing healthcare workers' responsibilities in maintaining the confidentiality of circumcision patients' medical records.

RESULT AND DISCUSSION

Overview of Medical Record Management in Healthcare Services

Medical records are official documents that contain a patient's identity, medical history, diagnosis, treatment, and healthcare outcomes, serving as an essential component in the administration of healthcare services. According to Law No. 17 of 2023 on Health and Minister of Health Regulation No. 24 of 2022 on Medical Records, medical records are recognized as both medical and legal evidence that must be created, maintained, and stored properly by healthcare workers and institutions. These records fulfill several crucial functions, administrative, as a basis for service planning and evaluation; legal, as valid evidence in case of medical disputes; scientific, as references for medical research and education; and ethical, as a reflection of the professional responsibility and integrity of healthcare providers. As noted by Maliang et al., (2019), effective medical record management must adhere to three fundamental principles: accuracy, to ensure that all data are correct and up to date; security, to protect records from damage or loss; and confidentiality, to safeguard the privacy of patients in accordance with legal and ethical standards.

In practice, however, the implementation of medical record management across healthcare facilities in Indonesia still faces several challenges. Girsang et al., (2024) highlight that inefficiencies often occur due to limited human resources, lack of standardized operational procedures, and inadequate infrastructure in medical record units, particularly in private and regional hospitals. Similarly, Handayuni & Handayani (2020) found that community health centers (puskesmas) still experience difficulties in maintaining the completeness and accuracy of medical documentation due to insufficient staff training and manual data recording systems. These conditions indicate that despite the existence of clear legal regulations, the practical application of medical record management principles has not been fully optimized. Strengthening institutional capacity, improving digital infrastructure, and enhancing legal awareness among healthcare professionals are therefore necessary to ensure that medical records are managed according to the standards established by Indonesian health law and medical ethics.

Legal Basis of Health Workers' Responsibility for Medical Records

The legal foundation governing the duties and responsibilities of healthcare workers in managing medical records is primarily established in Law No. 17 of 2023 on Health and Minister of Health Regulation No. 24 of 2022 on Medical Records. Law No. 17 of 2023 emphasizes the protection of patient rights, including the right to privacy and confidentiality of personal health information. This law mandates that healthcare providers must record, maintain, and safeguard all patient data in accordance with established legal and ethical standards. Complementing this, Minister of Health Regulation No. 24 of 2022 provides detailed guidelines on how medical records must be created, stored, and accessed, ensuring that only authorized personnel may use such data for legitimate medical purposes. These provisions are further reinforced by the Indonesian Medical Code of Ethics, which obligates every healthcare

professional to maintain patient confidentiality as part of their moral and professional duty. Together, these legal instruments form a comprehensive framework that not only regulates technical procedures in record management but also underscores the ethical dimension of data protection in medical practice.

Within the context of healthcare services, the concept of legal responsibility (tanggung jawab hukum) refers to the obligation of healthcare workers to perform their duties in accordance with statutory regulations, ethical codes, and professional standards. This responsibility can be categorized into three dimensions: administrative responsibility, which relates to the accuracy and completeness of medical documentation; civil responsibility, which arises when negligence in managing or disclosing medical records causes harm to patients; and criminal responsibility, which may apply when the violation of medical confidentiality leads to deliberate misuse or damage. As explained by Tirtana & Hardyansyah (2024), legal and ethical responsibilities are inherently intertwined in healthcare practice, violations of medical ethics often carry legal consequences, and adherence to legal norms reinforces ethical professionalism. Therefore, understanding these responsibilities is essential to ensure that healthcare workers manage medical records with integrity, accountability, and compliance with the prevailing legal framework.

Confidentiality of Medical Records as a Legal Obligation

The principle of confidentiality represents one of the most fundamental aspects of both medical ethics and health law, serving as a moral and legal duty that ensures patient trust and the integrity of healthcare services. Medical record confidentiality obligates healthcare workers to protect all information related to a patient's condition, treatment, and identity from unauthorized access or disclosure. According to Riskanita (2023), the confidentiality of medical records is not merely a professional norm but a legal right of patients guaranteed under Indonesian health law. Any disclosure of patient information without consent violates this principle and undermines the ethical standards of the medical profession. Sustiyanto et al., (2024) further emphasize that breaches of medical confidentiality can result in serious legal consequences, including administrative sanctions, civil liability for damages, and potential criminal penalties if the disclosure causes harm to the patient. Therefore, confidentiality must be upheld as an absolute obligation for every healthcare professional, forming the cornerstone of ethical medical practice and patient protection.

In maintaining confidentiality, it is important to distinguish between a patient's right to access and right to confidentiality. The right to access grants patients or authorized parties the ability to obtain information from their medical records for legitimate purposes, whereas the right to confidentiality restricts disclosure of such information to third parties without explicit consent. Responsibility for maintaining confidentiality operates at two levels: institutional responsibility, which lies with hospitals and clinics as custodians of patient data, and individual responsibility, which applies to doctors, nurses, and medical officers who directly handle medical information. The Minister of Health Regulation No. 24 of 2022 stipulates that access to medical records must be based on patient consent or legal authorization, except in specific situations regulated by law. Consent serves as a legal mechanism that balances the need for information sharing with the protection of patient privacy. Hence, both institutions and individual healthcare workers must exercise caution and legal awareness in handling medical

data, ensuring that confidentiality is preserved in accordance with statutory and ethical obligations.

Juridical Analysis of Health Workers' Responsibility in Circumcision (Sirkumsisi) Services

Circumcision (*sirkumsisi*) holds a recognized legal and medical status within Indonesian healthcare law, classified as a minor surgical procedure that must adhere to professional standards and ethical principles. According to Law No. 17 of 2023 on Health, any medical intervention, including circumcision, must be performed by qualified healthcare personnel who possess the necessary competence and authorization. Studies by Wahyudian (2020) and Santoso et al., (2022) highlight that circumcision may only be conducted by licensed medical practitioners, such as doctors, nurses, or trained midwives, who operate under institutional supervision. This legal framework ensures patient safety and professional accountability. Moreover, healthcare workers are obligated to document every stage of the circumcision procedure in the medical record, including preoperative consent, details of the procedure, and postoperative care. These records serve as legal evidence of compliance with medical standards and ethical conduct, functioning both as an administrative requirement and as a safeguard against malpractice claims.

From a juridical perspective, medical records play a critical role in establishing the legality and accountability of circumcision services. Accurate and complete documentation provides legal protection for healthcare workers by demonstrating that the procedure was performed according to proper protocols and with patient consent. Conversely, incomplete, inaccurate, or improperly disclosed circumcision records can expose healthcare workers and institutions to legal risks, including administrative sanctions, civil lawsuits, or even criminal charges in cases of negligence or confidentiality breaches. For example, if patient data from circumcision records are disclosed without consent, it could constitute a violation of the confidentiality obligation under the Minister of Health Regulation No. 24 of 2022, potentially resulting in both legal and ethical consequences. Thus, maintaining the integrity and confidentiality of circumcision records is essential not only for patient protection but also for upholding the professional and legal responsibility of healthcare providers within Indonesia's medical and legal system.

Implementation Challenges and Legal Gaps

In practice, the implementation of medical record management and confidentiality in Indonesian health facilities still faces various empirical challenges. Many healthcare institutions, particularly at the primary care level, experience administrative and technical difficulties in ensuring proper documentation and secure data storage. Common issues include incomplete record entries, weak data protection systems, and inconsistent application of confidentiality protocols. Tirtana & Hardyansyah (2024) found that a lack of awareness and understanding among healthcare workers regarding legal norms contributes significantly to these problems. Many medical personnel are more focused on clinical procedures than on the legal and ethical dimensions of medical documentation. Furthermore, the enforcement and monitoring mechanisms of the Minister of Health Regulation No. 24 of 2022 remain weak, with limited oversight by health authorities and insufficient sanctions for violations. These shortcomings create vulnerabilities in maintaining patient privacy and ensuring institutional accountability.

From a juridical standpoint, there are still legal gaps between the normative framework and its practical application. Although the existing regulations clearly stipulate the principles of confidentiality and responsibility, the lack of technical guidelines and inter-institutional coordination hinders consistent enforcement. Compared to international standards such as those outlined in the World Health Organization (WHO) framework and General Data Protection Regulation (GDPR) in the European Union, Indonesia's medical data protection policies remain underdeveloped in terms of digital governance and data-sharing protocols. This gap highlights the need for more robust legal instruments and educational programs that align practical procedures with normative obligations. The research identifies a discrepancy between doctrinal law and empirical practice, revealing that legal compliance in medical record management is often limited to formality rather than being fully integrated into the professional and ethical culture of healthcare services.

Implications and Recommendations

Theoretically, the findings of this study contribute to strengthening the doctrinal understanding of healthcare workers' legal responsibility regarding medical record management and confidentiality. By emphasizing the juridical-normative foundation, the research reinforces the interpretation of existing laws, ethical codes, and ministerial regulations as binding norms that must guide professional behavior in healthcare services. This contributes to the broader academic discourse on health law and medical ethics, particularly in clarifying the scope of *tanggung jawab hukum* (legal responsibility) within the context of medical documentation. From a practical perspective, the research underscores the importance of improving institutional policies and professional training to enhance compliance with data confidentiality standards. Training programs should focus not only on procedural accuracy but also on instilling legal awareness and ethical commitment among healthcare professionals.

In terms of legal policy, several recommendations emerge to strengthen the protection of medical record confidentiality and accountability. First, the government should enhance supervision and monitoring mechanisms to ensure proper implementation of medical record regulations in both hospitals and clinics. Second, confidentiality standards should be integrated into professional licensing and re-certification systems, ensuring that healthcare workers continuously uphold ethical and legal obligations. Third, the development of clear legal sanctions and enforcement mechanisms is essential to deter violations and ensure institutional integrity. Finally, promoting legal awareness and ethical compliance through continuous education can help create a culture of responsibility and transparency in healthcare institutions. These measures are crucial not only for protecting patient rights but also for reinforcing public trust and upholding the legitimacy of Indonesia's healthcare legal system.

CONCLUSION

In conclusion, this study highlights that the management and confidentiality of medical records, particularly in circumcision (*sirkumsisi*) services, constitute a fundamental legal and ethical responsibility for healthcare workers as regulated under Law No. 17 of 2023 on Health and Minister of Health Regulation No. 24 of 2022 on Medical Records. The juridical analysis reveals that although the normative framework already provides clear legal obligations, significant challenges persist in practice due to limited awareness, weak supervision, and the

absence of strict enforcement mechanisms. These gaps indicate the need for stronger institutional commitment and professional accountability in maintaining the confidentiality and integrity of patient data. Therefore, it is recommended that the government and healthcare institutions enhance legal education and ethical training, strengthen monitoring systems, and develop comprehensive sanctions and regulatory instruments to ensure that medical record management in Indonesia, especially within circumcision services, aligns with legal standards and patient protection principles.

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