

TANGGUNG JAWAB SOSIAL PERUSAHAAN TERHADAP PRAKTIK KETENAGAKERJAAN KESEHATAN DAN KESELAMATAN KERJA

CORPORATE SOCIAL RESPONSIBILITY TOWARDS EMPLOYEES, HEALTH, AND SAFETY



Perseroan menjalankan tanggung jawab sosial terhadap ketenagakerjaan dan keselamatan kerja dengan mengacu kepada peraturan dan perundangan yang berlaku, antara lain:

- Undang-Undang No.13 Tahun 2013 tentang Ketenagakerjaan.
- Undang-Undang No.2 Tahun 2004 tentang Penyelesaian Perselisihan Hubungan Industrial.

Perseroan tidak melakukan diskriminasi gender dalam hal manajemen sumber daya manusia. Hal ini berlaku dari proses rekrutmen dan pengembangan hingga berakhirnya masa jabatan seseorang. Meski demikian, jumlah karyawan laki-laki di Perseroan, jauh lebih besar dari jumlah karyawan perempuan dikarenakan wilayah kerja yang sebagian besar membutuhkan tenaga kerja laki-laki.

KESETARAAN GENDER

Prinsip Kesetaraan untuk Semua

Perseroan memiliki kebijakan untuk penerimaan, penilaian kinerja, remunerasi, pengembangan karier dan melaksanakan tugasnya secara profesional tanpa membedakan suku, agama, ras, golongan, gender, dan kondisi fisik.

The Company carries out its social responsibility for employment and occupational safety by referring to applicable laws and regulations, including:

- Law No. 13 of 2013 on Manpower.
- Law No.2 Year 2004 on Industrial Relations Dispute Settlement.

The Company does not discriminate in terms of human resource management. This is true of the recruitment and development process until the termination of one's tenure. Nevertheless, the number of male employees in the Company, far greater than the number of female employees due to the working area that mostly requires male labor.

GENDER EQUALITY

Principle of Equality for All

Company has a policy of acceptance, performance appraisal, remuneration, career development and professional duties regardless of ethnicity, religion, race, class, gender, and physical condition.

Penerapan Kesetaraan Gender

Perseroan memiliki SDM dari berbagai latar belakang. Oleh karena itu, Perseroan menerapkan prinsip non diskriminasi yang ketat dan konsisten dalam pengelolaan SDM. Perseroan memiliki kebijakan untuk penerimaan, penilaian kinerja, remunerasi, pengembangan karier dan melaksanakan tugasnya secara profesional tanpa membedakan suku, agama, ras, golongan, gender, dan kondisi fisik.

Kebijakan non diskriminasi menjamin setiap insan Perseroan memiliki kesempatan yang sama dan setara dalam pelaksanaan kebijakan Perseroan. Kebijakan ini diatur dalam Standar Etika Perseroan, Corporate Governance Policy, Management Policy maupun Perjanjian Kerja Bersama dan dipublikasikan di portal internal.

Komposisi pegawai Perseroan berdasarkan gender menunjukkan 84,89% laki-laki, yang dikarenakan pelamar pekerjaan dan sifat kegiatan Perseroan yang lebih diminati kaum laki-laki dibandingkan perempuan.

SARANA KESELAMATAN

- **Proteksi Kebakaran**
 1. Apar
 2. Hydrant
 3. Fire alarm sistem
 4. Mobil pemadam kebakaran
- **Sarana P3K**
 1. Ruang P3K
 2. Mobil ambulance
- **Sarana Komunikasi**
 1. Handy talky (HT)
 2. Telepon extension
- **Sarana Keadaan Darurat Limbah B3**
 - Eye wash standing

SARANA DAN KESELAMATAN KERJA

Komitmen Perseroan dalam melaksanakan kegiatan operasinya secara aman dengan menerapkan standar yang tinggi terhadap aspek Kesehatan dan Keselamatan Kerja dan Lingkungan Hidup (K3LH) yang dituangkan dalam Kebijakan Perseroan secara tertulis yang ditandatangani oleh Direktur Utama Perseroan.

Perseroan memastikan seluruh unit operasi memiliki sarana dan prasarana terkait aspek K3LH untuk meminimalisir risiko dan mencegah terjadinya insiden akibat kegagalan operasi Perseroan sesuai standar industri dan peraturan yang berlaku.

Terkait keselamatan personil, Perseroan memastikan setiap pekerja memiliki dan menggunakan Alat Pelindung Diri (APD) yang sesuai dengan jenis pekerjaan yang dilakukan, antara lain: topi, kacamata, sarung tangan, sepatu, body harness, dan APD lain untuk pekerjaan khusus.

Implementation of Gender Equality

Company has HR from various backgrounds. Therefore, the Company implements a strict and consistent nondiscrimination principle in HR management. Company has a policy of acceptance, performance appraisal, remuneration, career development and professional duties regardless of ethnicity, religion, race, class, gender, and physical condition.

A non-discriminatory policy ensures that every Corporate person has equal and equal opportunity in the implementation of company policy. This policy is governed by the Company's Corporate Ethics Standards, Corporate Governance Policy, Management Policy and Joint Working Agreement and published on the internal portal.

The composition of the Company employees by gender indicates that 84.89% of men, due to job applicants and the nature of company activities more favorable to men than women.

SAFETY FACILITATION

- **Fire Protection**
 1. Apar
 2. Hydrant
 3. Fire alarm system
 4. Fire Cars
- **P3k Means**
 1. P3K Room
 2. Ambulance Cars
- **Communication Means**
 1. Handy Talky (HT)
 2. Telephone Extension
- **Means of Emergency Waste B3**
 - Eye wash standing

FACILITY AND SAFETY

The Company's commitment in conducting its operations safely by applying high standards to Health, Safety and Environment (K3LH) aspects as set forth in the Company Policy in writing signed by the President Director of the Company.

The Company ensures that all operating units have facilities and infrastructure related to Health, Safety and Environment aspects to minimize risks and prevent incidents resulting from the failure of the Company's operations in accordance with industry standards and regulations.

Regarding to personnel safety, the Company ensures every worker owns and uses Personal Protective Equipment in accordance with the type of work performed, including: hats, goggles, gloves, shoes, body harness and other APD for special work.

TINGKAT PERPINDAHAN (TURNOVER) KARYAWAN
EMPLOYEE TURNOVER LEVEL

Tingkat Perpindahan (Turnover) Karyawan di tahun 2018
Employee Turnover Level in 2018

	KETERANGAN DESCRIPTION	31 DES 2018 DEC 31, 2018 orang people	31 DES 2017 DEC 31, 2017 orang people
1.	Jumlah Awal Karyawan Total of Initial Employees	775	574
2.	Penerimaan Acceptance	4	221
3.	Pemberhentian Dismissal		
	• Mengundurkan diri Resignation	1	2
	• Pensiun Retired	11	14
	• Meninggal Dunia Passed Away	3	2
	• Cuti Luar Tanggungan Off-duty Leave	-	2
	• Diberhentikan Dismissed	3	-
	Sub Total Sub Total	18	20
4.	Jumlah Akhir Karyawan Total of Final Employees	761	775

TINGKAT KECELAKAAN KERJA

Berbagai upaya peningkatan kinerja aspek K3LH terus dilakukan selama tahun 2018, tidak terjadi kasus yang mengakibatkan kematian, kehilangan waktu kerja, pembatasan kerja dan kasus yang memerlukan penanganan medis, kasus menyebabkan kehilangan waktu kerja (*lost time incident*). *Zero Accident* sebagai bentuk pencapaian penghargaan yang didapat oleh Perseroan yang telah berhasil mencegah terjadinya kecelakaan kerja di tempat kerja tanpa menghilangkan waktu kerja selama 2 (dua) tahun dapat dilihat pada tabel berikut:

WORK ACCIDENTS DEGREE

Various efforts to improve the performance of K3LH aspects continue to be done during 2018, no cases resulting in death, loss of working time, work restrictions and cases requiring medical treatment, cases causing lost time incident. *Zero Accident* as a form of achievement award obtained by companies that have managed to prevent the occurrence of workplace accidents in the workplace without eliminating the work time for 2 (two) years can be seen in the following table:

TINGKAT/STATISTIK KECELAKAAN KERJA
LEVEL/STATISTICS ACCIDENTStatistik Kecelakaan Kerja Pabrik Palembang
Statistics Accident Palembang Plant

No	Uraian Explanation	Tahun Year		Keterangan Description
		2018	2017	
A	Jumlah Tenaga Kerja Total Employees	520	371	Rata-rata Karyawan \sum Karyawan PT SMBR dan non organic: 520 Employee in Average \sum Employee of PT SMBR and non organic: 520
B	Jumlah Tenaga Kerja (40 x 50 x A) Total Man Hours (40 x 50 x A)	1.040.000	730.181	
C	Jumlah Kecelakaan Kerja Total Work Accidents	0	0	
	• Cidera Ringan Minor Accidents	0	0	
	• Cidera Berat Serious Accidents	0	0	
	• Meninggal Dunia Passed Away	0	0	
D	Jumlah Hari Kerja Hilang Total Lost Working Days	0	0	
E	Angka Kecelakaan (C x 106): B Number of Accidents (C x 106): B	0,00	0,00	
F	Angka Kekerapan (D x 106): B Intensity Level (D x 106): B	0,00	0,00	
G	Safety Score $\sqrt{(E \times F)}$: 1000 $\sqrt{(E \times F)}$: 1000	0,00	0,00	Standard max 0,2 Standard max 0,2
H	Biaya Kecelakaan Rp000 Accident Funds Rp000	0	0	

Statistik Kecelakaan Kerja Pabrik Baturaja
Statistics Accident Baturaja Plant

No	Uraian Explanation	Tahun Year		Keterangan Description
		2018	2017	
A	Jumlah Tenaga Kerja Total Employees	1.517	1.097	Rata-rata Karyawan \sum Karyawan PT SMBR dan non organic: 1.517 Employee in Average \sum Employee of PT SMBR and non organic: 1,517
B	Jumlah Tenaga Kerja (40 x 50 x A) Total Man Hours (40 x 50 x A)	2.134.000	3.034.000	
C	Jumlah Kecelakaan Kerja Total Work Accidents	0	0	Standard max 0,2 Standard max 0,2
	• Cidera Ringan Minor Accidents	0	0	
	• Cidera Berat Serious Accidents	0	0	
	• Meninggal Dunia Passed Away	0	0	
D	Jumlah Hari Kerja Hilang Total Lost Working Days	0	0	
E	Angka Kecelakaan (C x 106): B Number of Accidents (C x 106): B	0,00	0,00	
F	Angka Kekerapan (D x 106): B Intensity Level (D x 106): B	0,00	0,00	
G	Safety Score $\sqrt{(E \times F)}$: 1000 $\sqrt{(E \times F)}$: 1000	0,00	0,00	
H	Biaya Kecelakaan Rp000 Accident Funds Rp000	0	0	

Statistik Kecelakaan Kerja Pabrik Panjang
Statistics Accident Panjang Plant

No	Uraian Explanation	Tahun Year		Keterangan Description
		2018	2017	
A	Jumlah Tenaga Kerja Total Employees	282	287	Rata-rata Karyawan \sum Karyawan PT SMBR dan non organic: 282 Employee in Average \sum Employee of PT SMBR and non organic: 282
B	Jumlah Tenaga Kerja (40 x 50 x A) Total Man Hours (40 x 50 x A)	564.000	574.000	
C	Jumlah Kecelakaan Kerja Total Work Accidents	0	0	
	• Cidera Ringan Minor Accidents	0	0	
	• Cidera Berat Serious Accidents	0	0	
	• Meninggal Dunia Passed Away	0	0	
D	Jumlah Hari Kerja Hilang Total Lost Working Days	0	0	
E	Angka Kecelakaan (C x 106): B Number of Accidents (C x 106): B	0,00	0,00	
F	Angka Kekerapan (D x 106): B Intensity Level (D x 106): B	0,00	0,00	
G	Safety Score $\sqrt{(E \times F): 1000}$ $\sqrt{(E \times F): 1000}$	0,00	0,00	Standard max 0,2 Standard max 0,2
H	Biaya Kecelakaan Rp000 Accident Funds Rp000	0	0	

Untuk terus meningkatkan kinerja, Perseroan melakukan pelatihan dan pengembangan karyawan yang dilakukan secara berjenjang sejak masa On the Job Training (OJT), level Operator, level Supervisor, level Senior Supervisor/Analyst dan level managerial. Selain pelatihan K3LH yang sifatnya generik dan Manajerial, Perseroan juga bekerja sama dengan pihak eksternal menyelenggarakan pelatihan teknis yaitu ISO14001, Ohsas 18001, SMK3, Identifikasi Bahaya, Aspek, Dampak, Penilaian Risiko & Pengendalian Risiko (HIRAC).

In terms of perpetually developing performance, the Company has conducted On the Job Training and employee development since On the Job Training (OJT), Operator level, Supervisor level, Senior Supervisor/Analyst level and Managerial level. In addition to generic and managerial K3LH training, the Company also works with external parties to conduct technical trainings, namely ISO14001, OHSAS 18001, SMK3, Hazard Identification, Aspects, Impact, Risk Assessment & Risk Control (HIRAC).

PELATIHAN TERKAIT K3LH

Pelatihan terkait K3LH di Perseroan terbagi atas *mandatory* Program (wajib) dan Recommended Industrial Program (tidak wajib, tetapi direkomendasikan).

TRAINING RELATED HEALTH, SAFETY AND ENVIRONMENT

The training related health, safety and environment in the Company is divided into *mandatory* Program (*mandatory*) and Recommended Industrial Program (*not mandatory, but recommended*).

PENDIDIKAN DAN PELATIHAN

Education and Training

No	Jenis Pelatihan <i>Type of Training</i>	Tanggal Terbit <i>Date of Release</i>	Penyelenggara <i>Host</i>	Peserta <i>Participants</i>
1	Pelatihan Ahli K3 Umum <i>Training of General K3 Experts</i>	08-19 Januari 2018 <i>January 08-19, 2018</i>	PT Mitra Dinamis Yang Utama, Palembang	Karyawan SMBR <i>SMBR Employees</i>
2	Diskusi Modul Pemeliharaan Pabrik <i>Discussion of Plant Maintenance Module</i>	08-19 Januari 2018 <i>January 08-19, 2018</i>	PT Semen Baturaja (Persero) Tbk, Panjang	Karyawan SMBR <i>SMBR Employees</i>
3	Pelatihan Tes Ultrasonik Level I & II <i>Training of Ultrasonic Testing Level I & II</i>	01-21 Februari 2018 <i>February 01-21, 2018</i>	Karyawan SMBR <i>SMBR Employees</i>	Karyawan SMBR <i>SMBR Employees</i>
4	Workshop Seminar Sehari Strategi Mewujudkan Kemandirian Masyarakat Industri Berbudaya K3 untuk meningkatkan Kualitas Hidup & Produktivitas <i>One-Day Seminar Workshop of Strategy to Realize the Independence of K3 Cultured Industrial Communities to Improve Quality of Life & Productivity</i>	10 Februari 2018 <i>February 10, 2018</i>	DPC FTA SBSI Sumsel dengan Disnakertrans, Palembang	Karyawan SMBR <i>SMBR Employees</i>
5	Training Sertifikasi Ahli K3 Listrik (Kemnaker RI) <i>Training on Certification of Electricity K3 Experts (Ministry of Labor Republic of Indonesia)</i>	19 Februari - 03 Maret 2018 <i>February 19 - March 03, 2018</i>	PT Patrarajaya Jaya Utama, Yogyakarta	Karyawan SMBR <i>SMBR Employees</i>
6	Diklat Teknisi Penguji Semen <i>Training of Cement Testing Technician</i>	19-23 Februari 2018 <i>February 19-23, 2018</i>	B4T Bandung	Karyawan SMBR <i>SMBR Employees</i>
7	Diskusi Modul Plant Maintenance <i>Discussion of Plant Maintenance Module</i>	28 Februari - 02 Maret 2018 <i>February 28 - March 02, 2018</i>	Gading Project & PT Semen BTA, Panjang	Karyawan SMBR <i>SMBR Employees</i>
8	Pembuatan Surat Izin Operator (SIO) Alat Berat <i>Creating of Heavy Equipment Operator License (SIO)</i>	06-09 Maret 2018 <i>March 06-09, 2018</i>	PT Upaya Riksa Patra, Jakarta	Karyawan SMBR <i>SMBR Employees</i>
9	Pelaksana Uji Kompetensi SMK Negeri 3 OKU <i>Implementing Competency Test for SMK Negeri 3 OKU</i>	27 Februari - 15 Maret 2018 <i>February 27 - March 15, 2018</i>	SMK Negeri 3 OKU	Karyawan SMBR <i>SMBR Employees</i>
10	Pelatihan Interpretasi dan Penyesuaian ISO/IEC 17025:2017 <i>ISO/IEC 17025: 2017 Interpretation and Adjustment Training</i>	07-08 Maret 2018 <i>March 07-08, 2018</i>	Balai besar bahan & Barang Teknik (B4T), Bandung	Karyawan SMBR <i>SMBR Employees</i>
11	Pelaksana Bimbingan Teknis Sistem Informasi Pelaporan Elektronik Lingkungan Hidup <i>Implementing System Technical Guidance Electronic Reporting Information Living Environment</i>	09 Maret 2018 <i>March 09, 2018</i>	Jakarta	Karyawan SMBR <i>SMBR Employees</i>
12	Pelatihan Keterampilan Bernegosiasi dalam Hubungan Industrial <i>Negotiation Skills Training in Industrial Relations</i>	12-14 Maret 2018 <i>March 12-14, 2018</i>	Disnakertrans Provinsi Lampung, Bandar Lampung	Karyawan SMBR <i>SMBR Employees</i>
13	Seminar Nasional Hari Air Dunia 2018 <i>National Seminar on 2018 World Water Day</i>	20 Maret 2018 <i>March 20, 2018</i>	Pascasarjana Unsri Gd. Serbaguna Palembang	Karyawan SMBR <i>SMBR Employees</i>
14	Sosialisasi K3 Bidang Berbahaya <i>K3 Hazardous Socialization</i>	21-23 Maret 2018 <i>March 21-23, 2018</i>	Disnakertrans Sumsel, Palembang	Karyawan SMBR <i>SMBR Employees</i>
15	Training ISO 45001:2018	11 April 2018 <i>April 11, 2018</i>	PT TUV Nord Indonesia, Jakarta	Karyawan SMBR <i>SMBR Employees</i>
16	Training Concrete Testing Technician <i>Concrete Testing Technician Training</i>	22 Mei - 08 Juni 2018 <i>May 22 - June 08, 2018</i>	B4T, Bandung	Karyawan SMBR <i>SMBR Employees</i>
17	Sharing Knowledge	21-22 Juni 2018 <i>June 21-22, 2018</i>	PT Semen Baturaja (Persero) Tbk dan PT	Karyawan SMBR <i>SMBR Employees</i>

No	Jenis Pelatihan Type of Training	Tanggal Terbit Date of Release	Penyelenggara Host	Peserta Participants
18	Sertifikasi Training Designing Standard Operating Procedure (SOP) <i>Training Certification of Designing Standard Operating Procedure (SOP)</i>	11-12 Juli 2018 <i>July 11-12, 2018</i>	Semen Padang, Rg. Rapat Lt. 1 Palembang	Karyawan SMBR <i>SMBR Employees</i>
19	Production Planning & Inventory Control	26-27 Juli 2018 <i>July 26-27, 2018</i>	PPM Manajemen, Jakarta Pusat	Karyawan SMBR <i>SMBR Employees</i>
20	Kuliah Umum Potensi dan Kesempatan Dunia Kerja Lulusan Sarjana S1 Teknik Mesin di bidang Industri <i>Public Lecture of Potency and Job Opportunities for Graduates Bachelor Degree in Mechanical Engineering in the field of Industry</i>	15 Agustus 2018 <i>August 15, 2018</i>	HRD Spot, Jakarta	Karyawan SMBR <i>SMBR Employees</i>
21	Undangan Partisipasi Kegiatan Donor Darah <i>Invitation to Activity Participation of Blood Donors</i>	03 September 2018 <i>September 03, 2018</i>	Himpunan Mahasiswa Mesin Unsri, Gedung Mesin Unsri, Gedung Dekanat Fakultas Teknik Unsri	Karyawan SMBR <i>SMBR Employees</i>
22	Seminar Technical Preventive Maintenance untuk Materail Handling <i>Technical Preventive Maintenance Seminar for Material Handling</i>	26-27 September 2018 <i>September 26-27, 2018</i>	Mandiri In Health, Kantor Mandiri In Health Palembang	Karyawan SMBR <i>SMBR Employees</i>
23	Undangan Narasumber dengan Asesor dalam rangka Asesmen Lapangan Akreditasi Teknik Kimia S1 Unsri <i>Invitation to Keynote speaker with Assessor in the framework of Field Assessment for Chemical Engineering Accreditation S1 Unsri</i>	28 September 2018 <i>September 28, 2018</i>	PT Gadelius Aumund Asia (H.K), Denpasar Bali	Karyawan SMBR <i>SMBR Employees</i>
24	Undangan Alumni Jurusan Teknik Kimia dalam rangka Asesmen Lapangan Akreditasi Teknik Kimia S1 <i>Invitation to Alumni of Chemistry Engineering Department in the framework of Field Assessment for Chemical Engineering Accreditation S1</i>	29 September 2018 <i>September 29, 2018</i>	Universitas Sriwijaya, Jurusan Teknik Kima FT. Unsri, Inderalaya OI	Karyawan SMBR <i>SMBR Employees</i>
25	Instruktur In House Training Inspeksi Dasar Pemeliharaan <i>Basic Maintenance Inspection Instructor In House Training</i>	23-24 Oktober 2018 <i>October 23-24, 2018</i>	Universitas Sriwijaya, Jurusan Teknik Kima FT. Unsri, Inderalaya OI	Karyawan SMBR <i>SMBR Employees</i>
26	In House Training Inspeksi Dasar Pemeliharaan <i>In House Training of Basic Inspection Maintenance</i>	23-24 Oktober 2018 <i>October 23-24, 2018</i>	PT Semen Baturaja (Persero) Tbk, Ruang rapat Cement Mill SMBR LA Bta 1	Karyawan SMBR <i>SMBR Employees</i>
27	IHT Laboratory Management System	30-31 Oktober 2018 <i>October 30-31, 2018</i>	T Sierra Bisnis Laboratory, Ruang kelas A Diklat Lama Baturaja	Karyawan SMBR <i>SMBR Employees</i>
28	Undangan Rapat Lanjutan Pembahasan Draft SKKNI <i>Meeting Invitation of Continued Discussion on SKKNI Draft</i>	03 Oktober 2018 <i>October 03, 2018</i>	Kementerian Perindustrian RI, Ruang rapat ASI Gedung Graha Irama Lt. 11 Jakarta	Karyawan SMBR <i>SMBR Employees</i>
29	Seminar Ketenagakerjaan <i>Employment Seminar</i>	03-04 Oktober 2018 <i>October 03-04, 2018</i>	Indonesia Management Training, Jakarta Utara	Karyawan SMBR <i>SMBR Employees</i>
30	Instruktur Teknik Kimia Vokasi D1 <i>D1 Vocational Chemical Engineering Instructor</i>	26-29 November 2018 <i>November 26-29, 2018</i>	PT Semen Baturaja (Persero) Tbk & Poltek ATI Makassar, Ruang kelas SMBR LA	Karyawan SMBR <i>SMBR Employees</i>
31	Kelas Vokasi Siscakar 2018, "Pengenalan Alat Ukur" <i>2018 Siscakar Vocational Class, "Introduction to Measurement Tools"</i>	05-06 November 2018 <i>November 05-06, 2018</i>	PT Semen Baturaja (Persero) Tbk, SMBR LA	Karyawan SMBR <i>SMBR Employees</i>
32	Undangan Lokakarya Dialog Social K3 <i>Invitation to the K3 Social Dialogue Workshop</i>	14 November 2018 <i>November 14, 2018</i>	Industri ALL Indonesia Council, Hotel Santika Palembang	Karyawan SMBR <i>SMBR Employees</i>

REMUNERASI REMUNERATION

Berikut ini adalah Tabel Remunerasi Karyawan tahun 2018:
 The following is a Table of Employee Remuneration in 2018:

**Remunerasi Karyawan Tahun 2018
 Employee Remuneration in 2018**

Biaya Gaji dan Tunjangan Karyawan Fees for Employee Salaries and Benefits	Tahun 2018 (Rp Juta) Year of 2018 (Rp million)
Gaji Salary	9.695
Tunjangan penyesuaian Adjustment Allowance	47.348
Tunjangan pengabdian Service Benefits	1.307
Tunjangan jabatan Positional allowance	6.765
Tunjangan sewa rumah House Rental Allowance	1.662
Lembur Overtime	1.733
Tunjangan efisiensi Efficiency Allowance	21.577
Tunjangan shift Shift Allowance	1.324
Biaya call out Call Out Fee	491
Tunjangan MPP karyawan MPP Employee Benefits	315
Bonus yang dibayar di tahun 2018 Bonus Paid 2018	25.897
Kinerja yang dibayar di tahun 2018 Performance Paid in 2018	3.843
Thr 2018 Religious Holidays Allowances	8.235
PPH pasal 21 karyawan Article 21 PPH Employee Benefits	11.361
SUB TOTAL	141.552
Honor kontrak Contract Honorarium	8.576
Upah buruh Labor Wages	44.063

Mekanisme Pengaduan Masalah Ketenagakerjaan

Pengaduan atau penyampaian masalah atau keluhan dan penyelesaian perselisihan Internal Perseroan diatur didalam Perjanjian Kerja Bersama PT Semen Baturaja (Persero) Tbk dengan Serikat Karyawan Semen Baturaja (SKSB) dengan mekanisme:

1. Karyawan dapat langsung mengajukan keluhan tentang kondisi dan lingkungan kerja kepada atasan langsung
2. Penyampaian keluhan kesah sebagaimana yang dimaksud tersebut dapat disampaikan secara tertulis atau lisan kepada atasan langsung yang tembusannya disampaikan kepada Ketua SKSB di masing-masing site.
3. Apabila upaya sebagaimana dimaksud dapat langsung meneruskan keluhannya secara tertulis kepada pejabat setingkat lebih tinggi dari atasan langsung.
4. Apabila upaya yang dimaksud poin 3 di atas dalam waktu 14 (empat belas hari) belum mencapai penyelesaian, maka masalah tersebut dapat diteruskan kepada Lembaga Kerjasama BIPARTIT.
5. Apabila penyelesaian pada poin 4 di atas benar-benar tidak dapat diselesaikan secara internal, maka dimintakan bantuan kepada Lembaga Kerjasama TRIPARTIT atau mekanisme sesuai dengan ketentuan perundang-undangan yang berlaku untuk mendapatkan penyelesaian lebih lanjut.

Employment Issues Mechanism

Complaints or delivery problems or complaints and dispute resolution Internal Company regulated under the Collective Labor Agreement PT Semen Baturaja (Persero) Tbk with Semen Baturaja Employees Union (SKSB) by the mechanism:

1. Employees are able to directly deliver complaints regarding work condition and environment to superiors.
2. The complaints referred can be directly delivered in both spoken and written form to the head of the Company with copies to the chiefs of SKSB in each site.
3. If the effort referred is not able to reach the resolution in 7 (seven) days, the involved employee is eligible to continue his/her complaint in written form to higher level officials.
4. If the effort referred to in point 3 above within 14 (fourteen) days has not yet reached a settlement, then the problem can be forwarded to the BIPARTIT Cooperation Institute.
5. If the settlement referred on point 4 is impossible to be made internally, an assistance of Lembaga Kerjasama TRIPARTIT or appropriate mechanism according to implemented rules will be asked for further resolution.