

REGENT OF GRESIK
EAST JAVA PROVINCE

REGULATION OF THE REGENT OF GRESIK
NUMBER 15 OF 2020

ON
CIVIL SERVANT UNIFORMS
WITHIN THE ENVIRONMENT OF THE REGENCY OF GRESIK GOVERNMENT

BY THE BLESSINGS OF ALMIGHTY GOD

The Regent of Gresik,

Considering: a. that in order to improve discipline, work motivation, and the identity and authority of Civil Servants, guidelines on uniforms and attributes for Civil Servants in the Gresik Regency Government are needed;

b. that with the enactment of Regulation of the Minister of Home Affairs Number 11 of 2020 concerning Civil Servant Uniforms within the Ministry of Home Affairs and Regional Governments, the Regent of Gresik Regulation Number 12 of 2014 concerning Employee Uniforms within the Gresik Regency Government is no longer in accordance with organizational developments and needs;

c. that based on the considerations referred to in points a and b, it is necessary to issue a Regional Regulation on Civil Servant Uniforms within the Gresik Regency Government;

Considering: 1. Law Number 12 of 1950 on the Formation of Regions within the East Java Province (State Gazette of the Republic of Indonesia of 1950 Number 19, Supplement to the State Gazette of the Republic of Indonesia Number 2930) as amended by Law Number 2 of 1965 on the Change of the Boundary Area of Surabaya Municipality and the Type II Surabaya Region (State Gazette of the Republic of Indonesia of 1965 Number 19, Supplement to the State Gazette of the Republic of

Indonesia Number 2730);

2. Law Number 12 of 2011 on 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) as amended by Law Number 15 of 2019 on the Amendment to Law Number 12 of 2011 on the Formation of Legislation (State Gazette of the Republic of Indonesia of 2019 Number 183, Supplement to the State Gazette Number 6398);
3. Law Number 5 of 2014 on Civil Servants (State Gazette of the Republic of Indonesia of 2014 Number 6, Supplement to the State Gazette of the Republic of Indonesia Number 5494);
4. Law Number 23 of 2014 on 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 lastly by Law Number 9 of 2015 on the Second Amendment to Law Number 23 of 2014 on Regional Government (State Gazette of the Republic of Indonesia of 2015 Number 58, Supplement to the State Gazette of the Republic of Indonesia Number 5679);
5. Government Regulation Number 53 of 2010 on the Discipline of Civil Servants (State Gazette of the Republic of Indonesia of 2010 Number 74, Supplement to the State Gazette of the Republic of Indonesia Number 5135);
6. Government Regulation Number 18 of 2016 on 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) as amended by Government Regulation Number 72 of 2019 on Amendment to Government Regulation Number 18 of 2016 on Regional Apparatus (State Gazette of the Republic of Indonesia of 2019 Number 187, Supplement to the State Gazette of the Republic of Indonesia Number 6402);
7. Regulation of the Minister of Home Affairs Number 80 of 2015 on the Formation of Regional Legal Products (State News of the Republic of Indonesia of 2015 Number 2036) as amended by Regulation of the Minister of Home Affairs Number 120 of 2018 on Amendment to Regulation of the Minister of Home Affairs Number 80 of 2015 on the Formation of Regional Legal Products (State News of the Republic of Indonesia of 2018 Number 157);
8. Regulation of the Minister of Home Affairs Number 11 of 2020 concerning Civil Servant Uniforms within the Ministry of Home Affairs and Regional Governments;
9. Gresik Regency Regional Regulation Number 12 of 2016 on the Formation of Gresik Regency

Regional Apparatus (Gresik Regency Regional Gazette of 2016 Number 18);

10. Regulation of the Regent of Gresik Number 22 of 2018 on the Code of Ethics for Civil Servants within the Gresik Regency Government (Gresik Regency Regional Gazette of 2018 Number 22);

DECIDES:

To Enact: REGIONAL REGULATION ON CIVIL SERVANT UNIFORMS WITHIN THE ENVIRONMENT OF THE REGENCY OF GRESIK GOVERNMENT.

CHAPTER I

GENERAL PROVISIONS

Article 1

In this Regents Regulation:

1. Uniforms means the standard uniform worn to show the identity of Civil Servants in carrying out official duties.
2. Regional Government means the Gresik Regency Government.
3. Regent means the Regent of Gresik.
4. Regional Secretariat means the Gresik Regency Regional Secretariat.
5. Inspectorate means the Gresik Regency Inspectorate.
6. Regional Apparatus means the Gresik Regency Regional Apparatus.
7. Civil Servants, hereinafter abbreviated as ASN, means the profession for civil servants and government employees with employment contracts who work in Regional Government institutions.
8. Civil Servants, hereinafter abbreviated as PNS, means employees who work within the Regional Government.
9. Government Employees with Employment Contracts, hereinafter abbreviated as PPPK, means Indonesian citizens who meet certain requirements, who are appointed based on an employment contract for a certain period of time in order to carry out government duties.

10. Daily Uniforms, hereinafter abbreviated as PDH, means the Uniforms used to carry out daily duties, including those used during out-of-office duties, unless otherwise specified in accordance with the implementation of ongoing activities.

11. Complete Civilian Attire, hereinafter abbreviated as PSL, means the Uniforms for PNS worn at state or official ceremonies, official trips abroad, certain events at education and training activities, the inauguration of structural positions, and the receipt of Satya Lencana Karya Satya awards.

12. Field Uniforms, hereinafter abbreviated as PDL, means the Uniforms worn in carrying out operational duties in the field.

13. Ceremonial Uniforms, hereinafter abbreviated as PDU, means the Uniforms of Sub-district Heads and Village Heads worn in carrying out ceremonies.

Article 2

(1) ASN within the Regional Government are required to wear Uniforms and attributes on working days based on this Regents Regulation.

(2) The use of Uniforms as referred to in section (1) aims to improve discipline, supervision, aesthetics, work motivation, authority, and realize uniformity and ASN identity.

CHAPTER II

CIVIL SERVANT UNIFORMS

Article 3

Types of PNS Uniforms within the Regional Government include:

- a. PDH;
- b. PDL in certain regional apparatuses;
- c. PSL;
- d. PDH Sub-district Heads and Village Heads;
- e. PDL Sub-district Heads and Village Heads;
- f. PDU Sub-district Heads and Village Heads; and
- g. Indonesian Republic Civil Servants batik uniform.

Article 4

(1) PDH as referred to in Article 3 points a and d, consists of:

- a. Khaki PDH;
- b. White shirt PDH, black trousers/skirt; and
- c. Batik PDH.

(2) The type of PDH as referred to in section (1) points a and b, is in accordance with the type and model and fabric material from laboratory testing as stated in the Appendix, which is an inseparable part of this Regents Regulation.

(3) The use of materials from laboratory testing as referred to in section (2) will come into effect no later than 2021.

Article 5

(1) Khaki PDH as referred to in Article 4 section (1) point a, consists of:

- a. Khaki PDH long/short-sleeved shirt used for High-Ranking Officials and First-Level High-Ranking Officials;
- b. Khaki or dark-colored Safari model long/short-sleeved PDH used for High-Ranking Officials and First-Level High-Ranking Officials; and
- c. Khaki PDH short-sleeved shirt used for officials in administrator positions, officials in supervisory positions, officials in executive positions, and functional officials.

(2) Khaki PDH as referred to in section (1) is used on Mondays and Tuesdays.

Article 6

White shirt PDH and black trousers/skirt as referred to in Article 4 section (1) point b are used on Wednesdays.

Article 7

(1) Batik PDH as referred to in Article 4 section (1) point c, is used by PNS of the Regional Government on Thursdays and Fridays and on National Batik Day.

(2) High-Ranking Officials and First-Level High-Ranking Officials may use long and/or short-sleeved

batik PDH.

(3) Officials in administrator positions, officials in supervisory positions, officials in executive positions, and functional officials use short-sleeved batik PDH.

Article 8

For Regional Apparatus that implement 6 (six) working days, batik PDH is used from Thursday to Saturday.

Article 9

(1) PDL in certain Regional Apparatus as referred to in Article 3 point b is used by the Regional Government Apparatus when on duty outside the office.

(2) PDL as referred to in Article 3 point e is used by Sub-district Heads and Village Heads when carrying out operational duties in the field.

Article 10

PDU Sub-district Heads and Village Heads as referred to in Article 3 point f are used when carrying out inaugurations, the independence ceremony of the Republic of Indonesia, regional anniversaries, and other national holidays.

Article 11

(1) The Indonesian Republic Civil Servants batik uniform as referred to in Article 3 point g is used at:

- a. the Indonesian Republic Civil Servants Corps anniversary ceremony;
- b. the 17th of each month;
- c. national holidays; and
- d. meetings and gatherings held by the Indonesian Republic Civil Servants Corps.

(2) The Indonesian Republic Civil Servants batik uniform is used with dark blue trousers/skirts.

(3) If the 17th falls on a Monday, the use of the Indonesian Republic Civil Servants batik uniform is complemented by wearing a national cap.

CHAPTER III

PPPK

Article 12

(1) PPPK PDH is used by the Work Unit within the Regional Government.

(2) PDH as referred to in section (1) consists of:

- a. White shirt PDH, black trousers/skirt; and
- b. Batik PDH.

(3) White shirt PDH and black trousers/skirt as referred to in section (2) point a are used by PPPK on Mondays to Wednesdays.

(4) Batik PDH as referred to in section (2) point b is used by the Regional Government PPPK on Thursdays and Fridays.

(5) The provisions regarding the use of batik PDH for the Regional Government on Saturdays as referred to in Article 8 apply mutatis mutandis to the use of PDH for PPPK.

CHAPTER IV

ATTRIBUTES AND COMPLEMENTS OF UNIFORMS

Part One

Types of Attributes and Complements of Uniforms

Article 13

(1) Attributes of PNS Uniforms consist of:

- a. position insignia for Structural Officials;
- b. Indonesian Republic Civil Servants Corps badge;
- c. nameplate;
- d. name of work unit or regional apparatus;
- e. name of Regional Government;
- f. government emblem; and

g. identification card.

(2) Basic attributes of Sub-district Head Uniforms consist of:

- a. rank insignia;
- b. position insignia;
- c. Indonesian Republic Civil Servants Corps badge;
- d. nameplate;
- e. name of the Ministry of Home Affairs, and the name of the Regional Government;
- f. emblem of the Provincial Regional Government and the Regional Government; and
- g. identification card.

(3) Basic attributes of Village Head Uniforms consist of:

- a. rank insignia;
- b. position insignia;
- c. Indonesian Republic Civil Servants Corps badge;
- d. nameplate;
- e. name of the Ministry of Home Affairs, and the name of the Regional Government;
- f. emblem of the Regional Government; and
- g. identification card.

(4) Attributes of PPPK Uniforms consist of:

- a. nameplate; and
- b. identification card.

Article 14

(1) Position insignia for Structural Officials within the Regional Government as referred to in Article 13 section (1) point a, consists of:

- a. Secretary Generals position insignia attribute consisting of 1 (one) golden yellow astabrata star with a red-bordered gold plate;
- b. First-Level High-Ranking Official position insignia attribute consisting of 1 (one) golden yellow astabrata star with a gold plate;
- c. administrator position insignia attribute consisting of 3 (three) raised golden yellow jasmine flowers with a gold plate; and

d. supervisor position insignia attribute consisting of 2 (two) raised golden yellow jasmine flowers with a gold plate.

(2) The astabrata star position insignia has the philosophy of Complex and Ideal Leadership, symbolizing leadership in eight natural elements: earth, sun, fire, ocean, sky, wind, moon, and stars.

(3) The jasmine flower position insignia has a philosophy that is still developing, symbolizing the pure, great personality of the Indonesian nation.

Article 15

(1) Position insignia for Structural Officials as referred to in Article 14 section (1) to section (3) are worn on the right collar of the shirt.

(2) Special position insignia for veiled women are used on the right collar or above the nameplate.

(3) Rank insignia for Sub-district Heads and Village Heads are adjusted to the position insignia for structural officials and are worn on the shoulder strap.

(4) Position insignia for Sub-district Heads and Village Heads are pinned on the upper right pocket.

Article 16

(1) The identification card as referred to in Article 13 section (1) point g, section (2) point g, section (3) point g, and section (4) point b is used to identify an employee while carrying out duties.

(2) The background color of the employees photo on the identification card is based on the position held by the employee.

(3) The background color of the photo on the identification card as referred to in section (2) consists of:

- a. brown for High-Ranking Officials;
- b. red for First-Level High-Ranking Officials;
- c. blue for officials in administrator positions;
- d. green for officials in supervisory positions;
- e. orange for officials in executive positions;
- f. gray for functional officials; and
- g. yellow for PPPK.

Article 17

Complements of Uniforms consist of:

- a. head covering;
- b. jacket;
- c. belt with the Indonesian Republic Civil Servants Corps logo made of metal; and/or
- d. black/white/PDL shoes used according to the type of Uniform.

Article 18

(1) Jackets as referred to in Article 17 point b can be used by:

- a. High-Ranking Officials;
- b. First-Level High-Ranking Officials; and
- c. officials in administrator positions.

(2) Jackets as referred to in section (1) are used during meetings outside the office and certain events within the Regional Government.

Article 19

Attributes and complements of Uniforms as referred to in Articles 13 and 17 are listed in the Appendix, which is an inseparable part of this Regents Regulation.

CHAPTER V

FUNDING

Article 20

Funding for Uniforms within the Regional Government comes from the Regional Revenue and Expenditure Budget.

CHAPTER VI

GUIDANCE AND SUPERVISION

Article 21

The Regent, through the Regional Personnel Agency, conducts guidance and supervision of the use of Uniforms within the Regional Government.

CHAPTER VII

OTHER PROVISIONS

Article 22

(1) Uniforms as referred to in Article 2 section (1) are equipped with attributes or complements of Uniforms.

(2) Womens Uniforms as referred to in section (1) are adjusted for veiled and pregnant women.

(3) Uniforms used by Service Officers within the Regional Government are regulated separately according to needs.

Article 23

ASN within the Regional Government are required to:

- a. wear uniforms with complete attributes;
- b. have neatly cut short hair in accordance with ethics for men; and
- c. not dye their hair in striking colors.

Article 24

ASN who do not comply with the provisions referred to in Articles 2 and 23 will be subject to administrative sanctions in the form of:

- a. verbal warnings a maximum of 3 (three) times by the immediate superior; and
- b. written warnings a maximum of 2 (two) times by the Code of Ethics Council in accordance with the provisions of legislation.

CHAPTER VIII

CLOSING PROVISIONS

Article 25

Upon the commencement of this Regents Regulation, Regent of Gresik Regulation Number 12 of 2014 concerning Employee Uniforms within the Gresik Regency Government (Gresik Regency Regional Gazette of 2014 Number 12) as amended by Regent of Gresik Regulation Number 47 of 2015 concerning Amendment to Regent of Gresik Regulation Number 12 of 2014 concerning Employee Uniforms within the Gresik Regency Government (Gresik Regency Regional Gazette of 2015 Number 47) is revoked and declared invalid.

Article 26

This Regents Regulation comes into effect on the date of its enactment.

In order for everyone to know this, the enactment of this Regents Regulation is ordered with its placement in the Region.

Enacted in Gresik

on May 5, 2020

REGENT OF GRESIK,

(Signature)

Dr. Ir. H. SAMBARI HALIM RADIANTO, S.T., M.Si

Promulgated in Gresik

on May 5, 2020

ACTING SECRETARY OF REGENCY OF GRESIK

(Signature)

Drs. NADLIF, M.Si.

Senior Main Official

NIP. 19610926 198603 1 008

GRESIK REGENCY REGIONAL GAZETTE OF 2020 NUMBER 16

APPENDIX

REGULATION OF THE REGENT OF GRESIK

NUMBER 15 OF 2020

ON CIVIL SERVANT UNIFORMS WITHIN THE ENVIRONMENT OF THE REGENCY OF GRESIK
GOVERNMENT

** (The Appendix content, including detailed descriptions and images of uniforms, is too extensive to include here. This section would contain the detailed specifications as outlined in the original Indonesian text.) **

REGENT OF GRESIK,

(Signature)

Dr. Ir. H. SAMBARI HALIM RADIANTO, S.T., M.Si

Note: Due to the length and complexity of the Appendix containing detailed descriptions and images, it has been omitted from this translation. A complete translation would include this section.