

UPNVJ Chancellor: Professional Non-Civil Servant Lecturers Are the Best Solution, No More Talking, Time for Action

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UPNVJ Public Relations - The leadership of UPN "Veteran" Jakarta (UPNVJ) has been working to fight for the welfare of non-ASN employees affected by the restructuring of government employees for more than a year, at least since mid-2025. This restructuring of employees is actually a national government agenda to improve employee governance in government agencies. All PTNs, except those with PTN-BH status, face the same problem. Alhamdulillah, UPNVJ took the initiative to resolve this problem first so that good HR governance at UPNVJ can be carried out more quickly, systematically, with solutions, and integrated with overall ASN governance.

The restructuring of civil servants in government agencies is actually a long-standing program, at least since the issuance of the 2014 Civil Servant Law, which was then reinforced by various Presidential Regulations and Government Regulations that serve as guidelines for its implementation. In 2023, a new Civil Servant Law (No. 20/2023) was issued, which essentially requires civil servants in government agencies to be civil servants. The end date for this restructuring was originally set for December 2024. However, the government later granted an additional grace period until December 2025.

In September 2025, 334 lecturers and educational staff (tendik) at UPNVJ were required to participate in the ASN-PPPK (Government Employees with Work Agreements) selection process. Of those 334, 278 completed the selection process. All employees who participated in the selection process or chose the ASN-PPPK pathway were accepted by the government, as this scheme was designed to meet the national employee structuring targets in government agencies.

"Currently, those who have switched to ASN-PPPK have the status of ASN-PPPK and have relatively the same rights and obligations as ASN-PNS. This step is very good for UPNVJ's human resource management going forward," said UPNVJ Chancellor, Prof. Dr. Anter Venus, MA.Comm.

Among the 44 employees who currently have non-ASN status at UPNVJ, some are unwilling to become ASN-P3K, some have not yet successfully passed the CPNS test, thus closing the opportunity to become P3K, and the rest are those who cannot participate in the P3K selection process due to various administrative, geographical, or health constraints when the selection is carried out—such as undergoing further studies, being outside the city/country, being sick, or other reasons.

UPNVJ continues to advocate for the well-being of these non-civil servant lecturers and strives to find the best solutions for them. "However, most of them are lecturers who have made UPNVJ their sole workplace, making UPNVJ a platform for their dedication as professional lecturers. Some of them have even contributed significantly to UPNVJ's progress, such as leading accreditation, strengthening research centers, and so on. Therefore, they must continue to be championed," explained Prof. Venus.

Over the past year, the transition team has extensively discussed and deliberated on this issue from various perspectives, including law, public policy, ethics, and philosophy, seeking the best rationale for resolving the issue. From a legal perspective, nearly all regulatory aspects have been discussed with various parties and ministries.

Prof. Venus said, "We have comprehensively discussed this legal aspect throughout 2025, from legal principles to legal logic. We have discussed the principle of non-retroactivity regarding rules that cannot be applied retroactively, to the principle of *lex superior derogat legi inferior*, which states that a lower rule is no longer valid when a higher rule regulates otherwise. We have also discussed legal logic. After all the legal studies were deemed sufficient, we agreed that now is the time to act. No more talking, time for action."

Thankfully, the transition team's solutions have yielded many results. The "Professional Personnel" solution has become the primary alternative. This solution at least addresses the personnel issues closely related to UPNVJ's status as a Public Service Agency (BLU). This status, at the very least, provides a legal basis for the ongoing fulfillment of their rights.

Another effort that has been and continues to be intensively coordinated is to elevate the status of these professional staff to lecturers. This will enable them to become permanent professional lecturers. This would address the professional aspects of lecturers regulated by the Ministry of Education, Science, and Technology. The Ministry itself is currently working on the best solution.

Of course, these efforts are not instantaneous; they require further regulatory arrangements that allow synchronization between personnel aspects and the professional aspects of lecturers to run side by side.

Prof. Anter Venus concluded the discussion by expressing optimism that the problem of non-ASN lecturers could be resolved soon.

"This is not a simple problem because it involves various government agencies and various regulations that must be synchronized. Therefore, we must understand it completely and comprehensively. But God willing, the government is eager to resolve this issue. If the problem at UPNVJ is resolved, then this problem is resolved nationally. The solution at UPNVJ can then be replicated at other state universities," concluded Prof. Venus.

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