

LAW ENFORCEMENT AGAINST THE POLICE PROFESSIONAL CODE OF ETHICS DUE TO DESERTION COMMITTED BY POLICE MEMBERS ENDING IN DISHONORABLE DISCHARGE

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Abstract

The police disciplinary code reflects a noble ideal and aspiration—namely, to uphold and maintain the image of the Indonesian National Police (Polri) as a noble profession (*officium nobile*). Every member of the police force is expected to preserve their dignity and honor as individuals entrusted by society to maintain public order and security, to enforce the law in times of legal conflict, and ultimately, to offer protection and guidance to the community. This study aims to analyze the enforcement of the Police Professional Code of Ethics in response to cases of desertion by police officers that result in dishonorable discharge within the jurisdiction of the Riau Regional Police (Polda Riau). Specifically, the study examines the legal enforcement process, the barriers faced, and the efforts made to overcome those obstacles. This research employs a sociological legal approach. The findings reveal that enforcement of the Police Code of Ethics in desertion cases that end in dishonorable discharge is carried out firmly in accordance with Chief of Police Regulation Number 7 of 2022 on the Police Code of Ethics. Each proven case of severe desertion leads directly to an ethics tribunal, where—if found guilty—the officer is sanctioned with dishonorable discharge. The process begins with attendance verification, clarification, and the preparation of documents for the ethics hearing. This firm stance reflects the professionalism and institutional commitment of Polri. However, it also highlights a lack of preventive and developmental approaches, particularly in the early stages before violations occur. The main barriers in enforcing the code include: (1) systemic weaknesses in attendance reporting, where desertion cases are often detected too late due to unmonitored absenteeism; (2) organizational structural issues, where the guidance and mentoring functions remain reactive rather than proactive; and (3) organizational cultural tendencies to treat violations solely as grounds for punishment, without addressing underlying causes such as psychological stress, family problems, or work fatigue. Efforts to overcome these challenges include: (1) digitalizing the attendance and reporting systems to enable real-time monitoring; (2) strengthening moral and mental development, especially for personnel in remote or high-stress areas; (3) establishing internal preventive support systems, such as communication forums, counseling services, and informal coaching activities; (4) introducing tiered sanction policies, with dishonorable discharge reserved for repeated or severely intentional desertion; and (5) reforming organizational culture to foster more open, communicative, and supportive interactions between superiors and subordinates.

Keywords : Code of Ethics, Police, Desertion

INTRODUCTION

Law enforcement is the process of striving for the real upholding or functioning of legal norms as guidelines for behavior in legal traffic or relationships in community and national life. Viewed from the subject's perspective, law enforcement can be carried out by a broad subject and can also be interpreted as an effort to enforce the law by a subject in a limited or narrow sense. In a broad sense, the law enforcement process involves all legal subjects in every legal relationship. The understanding of law enforcement can also be viewed from its object, namely from the legal aspect. In this case, the understanding also includes broad and narrow meanings.

In a broad sense, law enforcement also includes the values of justice contained in the formal rules as well as the values of justice that live in society. However, in a narrow sense, law enforcement only concerns the enforcement of formal and written regulations. Therefore, the translation of the word 'law enforcement' into Indonesian uses the phrase 'penegakan hukum' in a broad sense and can also use the term 'penegakan peraturan' in a narrow sense (Soekanto, 2002).

The police are a general civil institution that regulates order and law. The national police in Indonesia are called the Indonesian National Police or Polri. Polri is directly accountable to the President. Polri carries out police duties throughout Indonesia. Polri's duty is to protect, serve, and protect the community, and should serve as an example of discipline for the community. However, Polri members are still ordinary people, and many Polri members commit disciplinary violations. The following are some disciplinary violations committed by Polri members (Viswandro & Saputra, 2015):

1. Minor disciplinary violations: a. Not carrying complete personal data documents; b. Behavior violations; c. Violations of the order of wearing police uniforms, attributes, and their completeness; d. Performance violations; e. Motor vehicle completeness violations; f. Violations of the use of official inventory; g. Forgetting to carry a firearm permit or borrowed official inventory; h. Leaving the office during official hours without permission from the superior.
2. Serious disciplinary violations: a. Absenting oneself or not performing superior's duties (desertion); b. Committing a criminal act with a threat of more than three months imprisonment; c. Committing immoral acts; d. Being involved and/or backing up an organized criminal act/crime; abuse of authority and/or position (Lubis, 2006).

Sanctions imposed for minor disciplinary violations are in the form of disciplinary actions, while for serious disciplinary violations they are in the form of disciplinary punishment. Police ethics are a means to foster self-confidence and pride as a police officer, which can then become a source of pride for the community; achieve assignment success; foster togetherness and partnership as a basis for forming community participation; and realize a professional, effective, efficient, and modern police force that is clean, authoritative, respected, and loved by the community.

Violations of police ethics often occur. The forms of violations of the Indonesian National Police professional code of ethics include violations of personal ethics, state ethics, institutional ethics, and ethics in relations with the community. The process of enforcing the professional code of ethics of the Indonesian National Police is carried out through stages of disciplinary violation examination (Perkapolri, 2011).

Disciplinary violation examination is a follow-up to receiving reports, being caught red-handed, and findings by officers carried out in the form of activities such as summoning the examined and witnesses, creating an investigation report (BAP), and examining expert witnesses. The disciplinary violation trial process for Polri members goes through several stages, namely the preparation stage, the implementation stage, and the execution of the court decision.

Every Polri member who commits a violation in this case will be subject to the Professional Code of Ethics sanctions according to the degree of their minor or serious violation. Polri members who are proven to have committed a violation will be subject to a number of sanctions, as further clarified based on Police Chief Regulation Number 14 Year 2011 concerning the Indonesian National Police Professional Code of Ethics.

Furthermore, this is also regulated in Article 7 of Government Regulation Number 2 Year 2003 concerning Disciplinary Regulations for Indonesian National Police Members, which explains that every Polri member who commits a disciplinary violation can be subjected to disciplinary sanctions in the form of actions and/or disciplinary punishment. Committing disciplinary violations is an act that is not reflected in the police institution and violates the principles and objectives of Polri members. This is because the Polri does not carry out its duties professionally, proportionally, and procedurally.

Before the amendment of Police Regulation Number 14 Year 2011 concerning the Professional Code of Ethics Commission, which was then amended by Police Regulation Number 7 Year 2022 concerning the Professional Code of Ethics and the Code of Ethics Commission, the mechanism for code of ethics hearings can be carried out before a court decision is made.

The legal process when a violation is committed by a police officer first involves a complaint reported to the integrated police service center (SPKT) or directly submitting a complaint to the propam division. After this process, if the victim and the defendant agree to resolve it through a family process, the process will not be continued (Perkapolri, 2011).

A case must have been sentenced to a criminal court decision with a prison sentence of four (4) years as stipulated in the latest Police Regulation Number 7 Year 2022 concerning the Professional Code of Ethics and the Code of Ethics Commission, if the sentence is below that, it cannot be subjected to the code of ethics. If a police member has been sentenced to a criminal conviction, they must go through the code of ethics commission process. In the code of ethics process, the focus is not only on one issue but also on other issues that police members have committed, whether they have been resolved or not.

Article 93 of Perpol Number 7 Year 2022 concerning the Professional Code of Ethics and the Code of Ethics Commission states that "the decision of the KKEP (Code of Ethics Commission) hearing with ethical sanctions in the form of the offender's act being declared a reprehensible act, is carried out by being read out by the KKEP during the KKEP hearing."

The decision of the KKEP hearing with ethical sanctions in the form of the offender's obligation to participate in spiritual, mental, and professional knowledge development is carried out through personality, psychological, religious, and professional knowledge development organized by the personnel rehabilitation function in the profession and security.

The imposition of punishment on Polri members and the general public differs because, in addition to deciding according to their violating actions, it is also linked to their main duties. For example, when someone hits another person, the imposition of punishment will be the same if a police member commits the act, but for police members, a code of ethics trial will be held to examine the moral aspect and their main duty as law enforcers who protect and serve. The application of ethics and morals of a police officer and law enforcer has been instilled in every Polri member during their education and formation from non-commissioned officers, SPN, and officer schools (Soebroto, 2004).

The scope of application of these disciplinary regulations for Polri members is not limited to Polri members only, but is extended to include those who, based on prevailing laws and regulations, are subject to what applies to Polri members, and are even excluded from applying to Polri members who are serving prison sentences. It needs to be understood that the police organization consists of Polri personnel and civil servants working within the Polri

organization. The expansion of the scope of application to civil servants working within Polri is because their existence can affect the performance of the Polri organization (Sadjijono, 2010).

Polri's disciplinary regulations contain a high and noble ideal and desire, namely how to maintain and defend the image of the Polri profession that contains noble values (*officium nobile*). How every Polri member maintains their honor and dignity as chosen individuals to receive public trust in maintaining security and order in their social interactions, receiving trust in enforcing the law when legal conflicts occur in society, so that in the end Polri is able to provide protection and guidance to the community that gives trust.

The rules contained in Polri's disciplinary regulations are quite broad in scope, covering the behavior of Polri members, both related to official duties and in their lives in society, so that the rules or norms become guidelines for behavior, so it can be said that if Polri members comply with and obey the existing rules or norms in the disciplinary regulations and do not commit acts that contradict these norms, then Polri members have disciplinary criteria, but if the opposite is true, they have less disciplinary or undisciplined criteria as one element of society giving tasks and authority to the police to maintain public security and order and enforce the law.

Without a basis of discipline, there is only a small possibility that the public will trust the police, because the sense of discipline already contains a moral content inherent in every individual member of the police. Thus, it can be said that a police member who no longer has a sense of discipline has low or less moral character. Discipline in behavior is a moral reflection of every police member that is built from each individual and then crystallized into a police institution or body. "Discipline" becomes the main basis for police members in carrying out their duties and authorities, therefore the community that entrusts the police institution to carry out their duties and authorities but trusts it, then there is only one word, namely holding fast to "discipline" in the sense of discipline in all behavior or actions.

Discipline also contains elements and values of honesty, because discipline demands the absence of acts that contradict both law and morality, so being disciplined also means maintaining honesty. In the disciplinary regulations for Polri members as regulated in Government Regulation Number 2 Year 2003, it contains the main substance that affirms an obligation (*keharusan*) which can also be called a command (*gebod*), namely something that must be carried out by every Polri member, and creates prohibitions (*verbod*), namely something that must not be done. If a Polri member does not carry out a required legal obligation and commits a prohibited act, then it falls into the category of committing a disciplinary violation. For Polri members who commit the disciplinary violation in question, they are threatened with sanctions, namely disciplinary punishment. Every Polri member has disciplinary regulations, so that in taking any action they cannot act arbitrarily and as they please, but there are norms that limit their movements and steps, both general legal norms, disciplinary law, and codes of ethics.

In practice, law enforcement against violations of the Police Professional Code of Ethics, particularly those related to desertion by police members, has not been optimally implemented. Desertion as a form of serious official misconduct should be dealt with firmly through existing internal ethical and legal enforcement mechanisms. However, in reality, a number of cases of police members in the jurisdiction of the Riau Regional Police who committed acts of desertion and resulted in dishonorable discharge have been found.

RESEARCH METHODS

The type of this research is sociological legal research that discusses the above, therefore the author is interested in discussing this writing in a thesis with the title "Law Enforcement Against the Police Professional Code of Ethics Due to Desertion Committed by Police Members Ending in Dishonorable Discharge in the Jurisdiction of the Riau Regional Police". Sociological

legal research aims to understand how law operates within society. Thus, it is expected that the researcher will be able to reveal the effectiveness of the law's application in society and identify unwritten laws that apply in society.

RESULT AND DISCUSSION

Law Enforcement Against the Police Professional Code of Ethics Due to Desertion Committed by Police Members Ending in Dishonorable Discharge in the Jurisdiction of the Riau Regional Police

Law enforcement against violations of the police professional code of ethics is an important step in maintaining the integrity and professionalism of the Indonesian National Police (Polri) institution. As a law enforcement agency, the Polri is expected not only to enforce the law on the community but also to enforce the law internally on its members who commit violations. One serious form of violation is desertion, which is the act of a police member leaving duty without permission for a long period, and which, in positive law and the police code of ethics, is considered a serious violation.

The phenomenon of desertion among police members is not new. Although the number of cases is not as high as other disciplinary violations, its impact is quite significant, both on the institution's image and on internal stability. Desertion shows the weakness of integrity, discipline, and responsibility of a Polri member towards their duties and positions. In the context of the Riau Regional Police's jurisdiction, several desertion cases that resulted in dishonorable discharge (PTDH) reflect the importance of strict and fair law enforcement against violations of the professional code of ethics.

Law enforcement against perpetrators of desertion within the Polri is carried out not only through criminal channels as regulated in the Military Criminal Code or KUHP but also through internal mechanisms in the form of the Polri Professional Code of Ethics Commission (KKEP) trial. Desertion is seen not merely as a form of legal violation but also as a denial of the oath and promise of office and a betrayal of the Tribrata and Catur Prasetya values that guide the moral conduct of Polri members. Therefore, its handling cannot be done in an ordinary manner but must follow professional, transparent, and accountable procedures.

In practice, the process of law enforcement against Polri members who commit desertion begins with an initial examination by Propam (Professional and Security Division), followed by further examination to collect evidence and witness testimonies. If a violation is proven, the perpetrator will be processed through a professional code of ethics trial. It is here that it is then concluded whether the act deserves administrative sanctions such as demotion, delayed promotion, or the most severe sanction, dishonorable discharge (PTDH).

The application of PTDH sanctions against perpetrators of desertion has a clear legal basis. In the Regulation of the Head of the Indonesian National Police (Perkap) Number 14 Year 2011 concerning the Professional Code of Ethics of the Indonesian National Police, it is stated that every Polri member must uphold honor, honesty, and exemplary conduct as a reflection of the Polri's identity. Desertion is clearly a violation of this norm. Furthermore, juridically, Law Number 2 Year 2002 concerning the Polri and various derivative regulations govern the responsibilities and discipline of Polri members, which serve as a reference in imposing sanctions on perpetrators of violations.

Law enforcement against violations of the professional code of ethics within the Indonesian National Police (Polri), particularly concerning desertion cases, is an integral part of maintaining the institution's authority and discipline. Desertion, generally defined as leaving duty without permission for a certain period, is seen as a serious violation of police disciplinary and professionalism values. In the jurisdiction of the Riau Regional Police, strict action against members who commit desertion, especially those resulting in dishonorable discharge (PTDH), is part of internal law enforcement carried out consistently and professionally.

Based on the author's observations in the field, law enforcement against the Police Professional Code of Ethics due to desertion committed by police members ending in dishonorable discharge in the jurisdiction of the Riau Regional Police is carried out very strictly and refers to the Police Chief Regulation Number 7 Year 2022 concerning the Polri Professional Code of Ethics. Every desertion violation that meets the criteria for a serious violation is directly directed to an ethics trial, and if proven, the PTDH sanction is imposed. This process begins with attendance verification, member clarification, and the preparation of files for the ethics trial. On one hand, this shows the institution's professionalism and commitment to maintaining the Polri's authority. However, on the other hand, the author also notes that the approach of guidance and prevention is still very minimally applied, especially in the pre-violation stage.

Many desertion cases occur due to internal factors of members such as stress, economic pressure, or family problems that are not identified early. The supervision system tends to be reactive, not preventive. Not all work units have an early detection mechanism for members who have the potential to experience disciplinary problems. This causes intervention to occur only after the violation has been committed and legal processes must be carried out. Thus, law enforcement against desertion in the Riau Regional Police has indeed proceeded procedurally but is not yet fully rehabilitative and educative. In the future, there needs to be a balance between legal firmness and a humanitarian approach. The institution needs to build a psychological support system and mental guidance, as well as open channels of communication between leaders and members so that any potential violations can be prevented before becoming actual violations.

Dishonorable discharge is not merely a form of punishment but also a form of institutional recovery. Polri members who are proven to have committed desertion and do not show good faith or remorse can be a threat to internal cohesion and discipline. If left unchecked, such behavior can spread and create a permissive culture that damages the organizational structure. Therefore, PTDH is a strategic final step in maintaining the dignity of the Polri institution.

However, preventive efforts must be a priority so that PTDH actions do not become the only solution. Moral and mental development of Polri members from basic education to duty is very important. The Polri also needs to build an effective internal supervision system, and provide counseling rooms and psychological services for its members. Amid increasingly complex pressures and task challenges, Polri members must have strong mental resilience and integrity so as not to easily fall into violations, including desertion.

Enforcement of the professional code of ethics must also be accompanied by exemplary leadership. When members see that their leaders uphold professionalism and are consistent in enforcing rules, the spirit to comply with rules will be higher. On the other hand, if there is neglect or double standards in enforcing the code of ethics, an internal crisis of trust can arise and damage the disciplinary system that has been built.

Thus, law enforcement against the professional code of ethics due to desertion in the Riau Regional Police environment is not just a matter of legal mechanisms but also concerns the formation of an organizational culture of integrity. Dishonorable discharge must be interpreted as a firm step in maintaining the honor and dignity of the Polri. On the other hand, the need for improvements in the guidance system, monitoring, and a more humane approach to members must be a concern so that similar cases do not continue to recur.

Within the framework of a rule of law, every Polri member has the same standing before the law and is obliged to comply with applicable legal and ethical norms. Therefore, firmness in prosecuting violations such as desertion is a form of commitment to the principles of a rule of law, as well as an effort to maintain public trust in the Polri institution as a main pillar of law enforcement in Indonesia.

Obstacles in Law Enforcement Against the Police Professional Code of Ethics Due to Desertion Committed by Police Members Ending in Dishonorable Discharge in the Jurisdiction of the Riau Regional Police

Law enforcement against violations of the police professional code of ethics is an integral part of the internal development system aimed at maintaining integrity, discipline, and professionalism within the Indonesian National Police (Polri). One serious form of violation that has been highlighted in recent years is desertion, which is the act of a police member leaving duty without permission for a certain period. In the jurisdiction of the Riau Regional Police, desertion has repeatedly occurred and resulted in dishonorable discharge (PTDH) sanctions. Although law enforcement measures have been carried out firmly, in practice, they are not free from various obstacles that hinder the optimization of the legal process and internal justice. These obstacles are structural, cultural, and even personal, intertwining and needing to be thoroughly analyzed.

Law enforcement against violations of the police professional code of ethics is an important aspect in ensuring the discipline and professionalism of the Polri institution. Desertion, or leaving duty without permission, is a serious violation that cannot be tolerated ethically and legally. In the jurisdiction of the Riau Regional Police, acts of desertion committed by Polri members that resulted in Dishonorable Discharge (PTDH) have shown a firm response from the institution. However, in its implementation, this law enforcement process is also not free from various obstacles that hinder its effectiveness and fairness.

Based on the author's observations in the field, the obstacles in Law Enforcement Against the Police Professional Code of Ethics Due to Desertion Committed by Police Members Ending in Dishonorable Discharge in the Jurisdiction of the Riau Regional Police are: First, systemically, there are still weaknesses in the reporting system and member attendance. Many desertion cases are handled late because attendance is not immediately monitored by unit leaders. Second, from an organizational structural perspective, the guidance function has not been actively carried out and tends to be reactive. This means that guidance is only carried out after a member commits a violation, not when they show early symptoms of potential violations. Third, from an organizational culture perspective, there is still a tendency to respond to violations with a purely punitive approach, not as a symptom of a larger problem, such as psychological pressure, family conflicts, or work fatigue.

One of the main obstacles in law enforcement against desertion is the lack of an early detection system for potential disciplinary violations among members. In many cases, desertion is not a sudden act, but an accumulation of various pressures, whether psychological, family, economic, or workload. However, not all work units have an effective mentoring mechanism to identify early symptoms of mental fatigue or personal conflicts that can encourage members to avoid duties. The guidance function, which should be carried out periodically, is often neglected in practice because the organization's greater focus is directed at operational tasks. As a result, violations are only identified after members have been absent for a certain period and meet the elements of desertion.

In addition, the limited human resources within the Propam Division and Provost Unit also constitute a real obstacle. Internal law enforcement involving investigation processes, ethical examinations, and the preparation of PTDH recommendations requires professional and trained personnel, especially in understanding aspects of disciplinary law, codes of ethics, and the ability to assess the psychological background of offenders. Unfortunately, not all assigned personnel have adequate capacity or training, so handling desertion cases sometimes takes a long time, is ineffective, or even creates a perception of injustice among other personnel. This is exacerbated by high workloads and limited supporting facilities for investigations, which make the desertion proving process slow.

Another equally significant obstacle is the lack of communication and coordination between immediate superiors and internal oversight bodies. In some cases, reports of members' absence are not immediately forwarded or followed up according to procedures, which slows down the initial investigation process. However, early reporting is very important in determining whether the absence is administrative or already leads to a serious violation. The lack of sensitivity of leaders in responding to personnel absenteeism often allows violations to develop unchecked and only addressed when it is difficult to rectify. This indicates a persistent weakness in the supervisory culture at the work unit level, which should be the frontline in maintaining member discipline.

On the other hand, from the perspective of the examined person, the main obstacle in the law enforcement process against desertion is the absence of space to submit a personal and in-depth defense. Many examined persons feel that the applicable code of ethics system is very formalistic and rigid, thus not providing enough room to consider non-juridical aspects such as family conditions, psychological pressure, or mental health problems. In practice, the ethics trial focuses more on administrative evidentiary aspects, such as attendance and official reports, without exploring the root causes of why members chose to be absent from duty. As a result, many members feel punished without being given adequate guidance opportunities. This, of course, contradicts the spirit of restorative justice that should also be part of the internal law enforcement system.

In addition to structural and procedural aspects, cultural barriers also hinder law enforcement against desertion. In a police culture laden with hierarchy and absolute obedience, members who experience mental pressure or personal difficulties are often reluctant to disclose their problems to superiors. There is a fear that complaints will be seen as weakness or a form of insubordination, so they prefer to remain silent and eventually choose to be absent without permission. This culture creates a condition where members who need help actually shy away from existing support systems. In fact, resolving internal problems requires an open, empathetic, and supportive environment for collective mental healing.

The last factor that acts as a barrier is the discrepancy between regulations and reality on the ground. Regulations regarding desertion are clearly stipulated in Police Chief Regulation Number 7 Year 2022 concerning the Police Professional Code of Ethics, including sanction mechanisms and PTDH procedures. However, their implementation in the field is often normative and inflexible. Socio-economic conditions and work pressures in operational areas cannot always be accommodated by general and rigid regulations. This leads to an imbalance between normative justice and substantive justice in desertion law enforcement. Institutional courage is needed to review existing regulations and provide room for innovation in resolving violations, including through restorative approaches, internal mediation, or rehabilitation before imposing severe sanctions.

Considering these various obstacles, law enforcement against professional code of ethics violations due to desertion in the Riau Regional Police jurisdiction needs to be comprehensively reviewed. Firm action through PTDH is indeed important to maintain the institution's authority, but it must not ignore the need for a humane approach and an adaptive guidance system. The Polri institution needs to build a comprehensive support system, ranging from monitoring personnel welfare, strengthening the guidance and supervision functions in work units, to providing psychological counselors in the work environment. Without these systemic improvement efforts, desertion will continue to be a recurring phenomenon that not only harms the institution but also leaves scars on personnel who could have been saved through guidance and rehabilitation.

Efforts to Overcome Obstacles in Law Enforcement Against the Police Professional Code of Ethics Due to Desertion Committed by Police Members Ending in Dishonorable Discharge in the Jurisdiction of the Riau Regional Police

Law enforcement against violations of the police professional code of ethics, especially desertion, is an important part of maintaining the discipline and professionalism of Polri members. However, the implementation of such enforcement in the Riau Regional Police still faces a number of obstacles, ranging from weak early detection, lack of communication between units, to the absence of psychological approaches and continuous guidance. Therefore, strategic and systematic efforts are needed to overcome these obstacles so that the law enforcement process is not only repressive but also reflects the values of justice and humanity.

Law enforcement against police members who commit desertion is an important step to maintain the integrity and discipline of the institution. However, as revealed in various interviews and field findings, the implementation of the legal process against desertion does not always run smoothly. Obstacles such as weak early detection, lack of communication between units, and minimal humane approaches in guidance are factors that often hinder the effectiveness of law enforcement. Realizing this, a number of internal officials within the Propam Riau Regional Police also provided their views on concrete efforts that can be made to overcome these obstacles.

In the internal system of the Indonesian National Police, desertion is seen as a serious violation of discipline and the professional code of ethics. Desertion is not only an act of leaving duty without permission but also a form of denial of institutional responsibility that can damage the image and effectiveness of the Polri as a whole. However, in practice, law enforcement against this violation still faces various obstacles. Therefore, a number of systematic efforts are needed to overcome these obstacles, as expressed by several personnel in the Riau Regional Police Provost Unit and an examined person.

Based on the author's observations in the field, the Efforts to Overcome Obstacles in Law Enforcement Against the Police Professional Code of Ethics Due to Desertion Committed by Police Members Ending in Dishonorable Discharge in the Jurisdiction of the Riau Regional Police are: First, digitalization of personnel reporting and attendance systems, so that the supervisory function can run in real-time and efficiently. Second, strengthening the moral and mental development of members, especially for personnel assigned to remote areas or with high workloads. Third, the establishment of a preventive internal mentoring system, such as communication forums, counseling services, and non-formal coaching activities. Fourth, the development of a tiered sanction policy, where PTDH is only imposed for repeated desertion violations or those accompanied by severe intentional elements. And fifth, organizational culture reform by fostering a more open, communicative, and supportive approach between superiors and subordinates.

In the police institution, desertion is one of the most serious forms of indiscipline. Desertion, which is the act of leaving duty without permission for a certain period, not only violates the professional code of ethics but also undermines the loyalty and responsibility of personnel to the institution. Therefore, law enforcement for this violation is carried out strictly, and in many cases, it ends with Dishonorable Discharge (PTDH). Nevertheless, from the perspective of the examined persons, there are a number of obstacles in the law enforcement process that need to be overcome through various fairer, more humane, and systematic efforts.

One of the main efforts that must be made is strengthening the early detection system for potential desertion. This can start with optimizing the attendance and personnel reporting system digitally, integrated from the work unit to the Provost Unit and Paminal. With an electronic real-time attendance system, members' absences can be immediately monitored and verified before developing into desertion. This early detection allows for preventive actions and direct communication with the personnel concerned before the violation occurs. In addition,

work unit leaders must also be given greater responsibility in actively monitoring the condition of their subordinates.

The second step that must be taken is increasing the capacity of supervisory personnel, especially in the Provost and Paminal Units, both in terms of legal aspects, codes of ethics, and psychological approaches. Supervisory personnel should be equipped with special training in reading the mental state of members and taking an empathetic approach before imposing sanctions. Thus, supervision not only becomes a tool for punishment but also as a frontline in guidance. In addition, the proportional recruitment and distribution of Propam personnel in each work unit need to be considered so that supervision can run optimally.

Another very important effort is strengthening the internal guidance and counseling functions. Desertion often stems from personal problems, mental pressure, or excessive workload. Therefore, a psychological counseling team needs to be formed within the Regional Police, which functions to provide guidance, mentoring, and handling for members experiencing pressure. This approach is more humane and preventive, and can be an alternative before members decide to leave duty. The availability of internal counselors or cooperation with professional psychologists from outside the institution can be a long-term solution in reducing the number of desertions.

In addition to guidance, revitalizing organizational culture is also an important step. The police culture, which has tended to close off vertical dialogue, must be changed into a work culture that is open, responsive, and solution-oriented. Leaders are not only tasked with supervising but also with being role models in responding to their subordinates' problems. Opening comfortable and non-judgmental informal communication spaces will encourage members to be more open about the problems they face. This empathetic culture will create a conducive work atmosphere and reduce the potential for ethical violations from the outset.

From a regulatory perspective, a review of the sanction system is also needed, especially in the application of PTDH. PTDH as the highest form of sanction must be imposed proportionally, objectively, and only in cases of desertion that have gone through various unsuccessful guidance processes. In other cases, it is necessary to consider alternative sanctions in the form of suspension, demotion, or transfer of work units accompanied by intensive guidance. The principle of restorative justice must be the main basis in assessing every case of violation, because not all desertion is done with bad intentions; some are the result of pressure and emergency situations that are not handled.

Strengthening coordination between units in the law enforcement process. The Provost Unit, Paminal, and HR department must synergize in formulating guidance and disciplinary policies. Every desertion report must be responded to in a short time with a fast and accurate verification system. This strengthening of coordination also includes the integration of member data, so that the handling of desertion can view the track record of behavior, performance, and socio-economic conditions of personnel comprehensively.

Increasing legal literacy and the code of ethics among members is an important part of forming an understanding and awareness of professional responsibility. Socialization and training on the consequences of desertion as well as the rights and obligations of members need to be held regularly. With a good understanding, members can make wiser decisions when facing pressure or personal problems, and know where to ask for help before violating the law or ethics.

By implementing these steps consistently, it is hoped that obstacles in law enforcement against desertion violations in the Riau Regional Police jurisdiction can be significantly reduced. Ideal law enforcement is that which is able to maintain the discipline and authority of the institution, but still provides space for guidance, protection, and recovery for its members. Desertion is indeed a serious violation, but behind every action, there is always a human factor that deserves to be considered and handled.

Successful law enforcement is not merely about imposing severe sanctions, but about being able to maintain institutional integrity while still providing room for recovery for violating personnel. In the context of the Riau Regional Police, a comprehensive reform of the perspective, work system, and guidance approach is an important step so that the issue of desertion can be handled effectively and justly.

CONCLUSIONS

Law Enforcement Against the Police Professional Code of Ethics Due to Desertion Committed by Police Members Ending in Dishonorable Discharge in the Jurisdiction of the Riau Regional Police is carried out very strictly and refers to Police Chief Regulation Number 7 Year 2022 concerning the Polri Professional Code of Ethics. Every desertion violation that meets the criteria for a serious violation is directly directed to an ethics trial, and if proven, the PTDH (Dishonorable Discharge) sanction is imposed. This process begins with attendance verification, member clarification, and the preparation of files for the ethics trial. On one hand, this shows the professionalism and commitment of the institution in maintaining the Polri's authority. However, on the other hand, the author also notes that the approach of guidance and prevention is still very minimally applied, especially in the pre-violation stage.

Obstacles in Law Enforcement Against the Police Professional Code of Ethics Due to Desertion Committed by Police Members Ending in Dishonorable Discharge in the Jurisdiction of the Riau Regional Police are: First, systemically, there are still weaknesses in the reporting system and member attendance. Many desertion cases are handled late because attendance is not immediately monitored by unit leaders. Second, from an organizational structural perspective, the guidance function has not been actively carried out and tends to be reactive. This means that guidance is only carried out after a member commits a violation, not when they show early symptoms of potential violations. Third, from an organizational culture perspective, there is still a tendency to respond to violations with a purely punitive approach, not as a symptom of a larger problem, such as psychological pressure, family conflicts, or work fatigue.

Efforts to Overcome Obstacles in Law Enforcement Against the Police Professional Code of Ethics Due to Desertion Committed by Police Members Ending in Dishonorable Discharge in the Jurisdiction of the Riau Regional Police are: First, digitalization of the personnel reporting and attendance system, so that the supervisory function can run in real-time and efficiently. Second, strengthening the moral and mental development of members, especially for personnel assigned to remote areas or with high workloads. Third, the establishment of a preventive internal mentoring system, such as communication forums, counseling services, and non-formal coaching activities. Fourth, the development of a tiered sanction policy, where PTDH is only imposed for repeated desertion violations or those accompanied by severe intentional elements. And fifth, organizational culture reform by fostering a more open, communicative, and supportive approach between superiors and subordinates.

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