



FINALIZATION OF THE APPOINTMENT OF CASN FROM THE 2024 SELECTION

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Abstract

The government has announced the acceleration of the appointment process for candidates of the state civil apparatus (CASN) selected in 2024. This decision was made after the government received various inputs from the public regarding the previously adjusted appointment schedule. This article analyzes the finalization of CASN appointments, highlighting the potential impacts if the process is not immediately completed. The findings show that delays in appointing CASN 2024 could create a ripple effect in economic, social, and public service sectors. Therefore, accelerating the 2024 CASN appointment is a necessary strategic move. Through its oversight function, Commission II needs to ensure that the appointments follow the new accelerated schedule and encourage inter-agency coordination to ensure institutional readiness in finalizing the CASN 2024 recruitment process.

Introduction

The government plans to accelerate the appointment of civil state apparatus (CASN) candidates selected in 2024. Civil servant candidates (CPNS) will be appointed no later than June 2025, while appointments for government employees under work agreements (PPPK) are scheduled to be completed by October 2025 (Kementerian Sekretariat Negara, 2025). This decision was made after the government received public input regarding the adjusted appointment schedule previously announced by the Ministry for Administrative and Bureaucratic Reform (PANRB Ministry).

Previously, the PANRB Ministry stated that the appointment schedule would be moved to October 1, 2025 for CPNS and March 1, 2026 for PPPK. The reason behind this change was to standardize CASN appointment dates and allow government agencies time to synchronize CASN data (Susilo & Rahayu, 2025). However, this policy triggered public concern, including from participants who had already passed the selection process ("Pemerintah Undur Jadwal," 2025).

The public perceived this change as creating uncertainty, especially for those who had resigned from their previous jobs. Additionally, some successful can-

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didates had already decided to discontinue their studies or relocate to their designated placement areas (Ristiyanti, 2025a).

Based on these concerns, this paper analyzes the finalization of the CASN appointment, exploring potential impacts of delays and actions taken by the government. It aims to provide insight into the importance of completing the CASN 2024 appointment process.

Potential Impact of Delayed CASN 2024 Appointments

The 2024 CASN recruitment aims to fill 248,970 CPNS positions and 1,017,111 PPPK positions (Humas MenPANRB, 2025a). With over 5 million applicants, around 1.2 million were declared successful. This makes the 2024 ASN recruitment the largest in Indonesia's history (Susilo & Rahayu, 2025).

Based on the number of successful candidates, at least 1.2 million individuals are directly affected by the CASN 2024 appointment policy. Therefore, the appointment decision is not merely an administrative matter, but one that affects the socioeconomic conditions of millions and their families. The appointment policy also impacts the labor market, household consumption, and the productivity of government institutions experiencing staff shortages—ultimately affecting public service continuity.

In economic terms, a study by CELIOS (2025) demonstrates how delayed CASN appointments could trigger a chain reaction. Assuming a monthly salary of IDR 3 million per civil servant and 250,407 CPNS positions, a delay until October 2025 could result in a potential income loss of IDR 6.76 trillion. Furthermore, the delayed CPNS appointments may result in a total economic output loss of up to IDR 11.9 trillion (Adhinegara & Huda, 2025).

Delays may also increase unemployment, especially for those who have already resigned from their previous jobs (Nastitie, 2025a). This condition will affect the labor market and household purchasing power, further influencing overall economic growth.

Delayed CASN appointments could also jeopardize public services. The Ombudsman reported that several regional governments may face staffing shortages if appointments are postponed until October 2025 and March 2026. One province, for instance, has opened around 4,000 healthcare positions to address workforce shortages. Local governments have already released non-permanent staff in anticipation of CASN hires, meaning delays could leave positions unfilled (Ristiyanti, 2025b). This not only increases the burden on current staff but also reduces the effectiveness and quality of public services.

The Minister of PANRB explained that CASN appointments must be conducted carefully, particularly because harmonizing formation data, job types, and placements requires time (Humas MenPANRB, 2025b). Nevertheless, the government's decision to expedite the process is crucial and strategic, as further delays risk triggering domino effects.

Finalization of the CASN 2024 Appointments

One of the primary reasons for finalizing CASN 2024 appointments is to ensure optimal public service delivery. By completing the appointment process, staffing shortages in key government sectors—especially in health and education—can be addressed. For example, at Wajok Hulu Health Center in Mempawah Regency, two midwives who passed the CASN selection have yet to officially assume their positions. Due to the limited number of medical personnel, the health center has had to borrow staff from nearby facilities (Nastitie, 2025b).

Finalizing CASN 2024 appointments also ensures administrative compliance in employee management. According to the Indonesian Ombudsman, delays may lead to maladministration practices (Ombudsman RI, 2025). Completing the process is crucial to maintaining public trust in a transparent and accountable ASN recruitment system.

Therefore, accelerating the CASN 2024 appointments is a necessary strategic move. It not only provides certainty for successful candidates but also prevents broader impacts on economic stability and public service continuity.

However, attention must be given to the reasons behind the previous appointment schedule adjustment. One major factor was that some government agencies were not ready to conduct appointments. At least 213 government institutions requested a delay for various reasons (Marwah, 2025).

Responding to this, as directed by the President, CASN 2024 appointments should proceed according to each agency's readiness, including ministries, institutions, and regional governments (Kementerian Sekretariat Negara, 2025). If an agency is ready by April 2025, appointments should proceed immediately. Those not yet ready have up to three months (for CPNS) or seven months (for PPPK) to prepare. During this period, agencies may begin onboarding, including orientation (Salam, 2025). It is essential to ensure transparency regarding why certain agencies are not yet prepared, to provide clarity and assurance for CASN candidates.

Furthermore, commitment from leadership at ministries, local governments, and institutions is another challenge that must be anticipated. It is critical that all relevant stakeholders ensure the President's directive is followed. Agencies must draft appointment plans through simulations or readiness analyses. Clear technical guidelines and effective oversight mechanisms are also needed to ensure that agencies remain committed to optimal implementation, ensuring both public service quality and CASN rights are fulfilled. In this regard, Commission II of the DPR RI can urge the government to improve coordination between ministries, agencies, and local governments to ensure readiness in finalizing the 2024 CASN recruitment process.

Conclusion

Accelerating the CASN 2024 appointment is a crucial step, as delays can cause significant harm across various sectors, from the economy to public services. Therefore, to ensure the acceleration is effective, comprehensive oversight is required to guarantee the process follows the designated timeline.

The DPR RI, through Commission II, should encourage the government to immediately issue regulations providing legal grounds for accelerating the 2024 CASN appointments. The PANRB Ministry also needs to issue a Government Regulation (PP) on ASN Management, which includes provisions on CASN recruitment. Moreover, through working meetings and public hearings with the PANRB Minister and BKN Head, Commission II should push for improvements in each selection stage, particularly to anticipate challenges in the second phase of PPPK recruitment.

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