

Effectiveness of Implementation of Internship for Prospective Notaries to Realize Professionalism in Kendal Regency

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Abstract. *This study aims to find out and analyze the legal implementation of internships for prospective Notaries and analyze the effectiveness of internships for prospective Notaries in realizing professionalism in Kendal Regency. This study uses an empirical approach with legal analysis and field data. Data sources are obtained from various stages, namely primary data through interviews with Notaries and secondary data collected from legal sources and related literature. Qualitative analysis is used to describe how the effectiveness of internships for prospective Notaries themselves realizes professionalism. Based on the study, it was concluded that prospective Notaries can choose for themselves to carry out internships at the desired Notary office while still getting recommendations from the Notary job organization. Internships at Notary offices are very effective because internships are related to direct practice. The effectiveness of internships at Notary offices depends on the seriousness of prospective Notaries who carry out internships. the implementation of internships for prospective Notaries in Kendal Regency has been fully implemented well and correctly as stated in the Notary Law Number 2 of 2014 and the Regulation of the Indonesian Notary Association Number: 24/Perkum/INI/2021 concerning Amendments to the Regulation of the Association Number: 19/Perkum/INI/2019 concerning Internships.*

Keywords: *Effectiveness; Internship; Notary.*

1. Introduction

The position of Notary was born because the community needed it, not the position was deliberately created and then socialized to the public. The history of the birth of Notary began with the birth of the profession of scribes in the Ancient Roman era (second and third centuries AD). Scribes was a scholar who was tasked with recording notes and minutes of an activity or decision and then making copies

of the documents, both public and private. The profession of scribes was greatly needed at that time because most of the community was illiterate.¹Next, Latin Notary developed in Northern Italy, then reached its golden age in France. From France, the Latin Notary school developed in the Netherlands, and only then did this school enter Indonesia.

As time progresses, society increasingly realizes the need for agreements made by the parties authentically to ensure legal certainty and as strong evidence in the future. Thus it can be understood that the existence of a Notary is very important and needed by the wider community, considering that the function of a Notary is as a public official who makes written evidence in the form of an authentic deed.²

Notary candidates who are undergoing an internship are required to carry out the provisions as referred to in Article 16 paragraph (1) letter a, namely "acting in a trustworthy, honest, fair, independent, impartial manner, and protecting the interests of the parties involved in legal acts". In addition to these obligations, notary candidates are also required to keep confidential everything regarding the deeds they make and all information obtained for the purpose of making the deeds.

The meaning of Article 16 A paragraph (2) of Law Number 2 of 2014 concerning amendments to Law Number 30 of 2004 concerning the Position of Notary seen from the perspective of the legislators as stated in the academic text of the latest Notary Position Law Law Number 2 of 2014, in the provisions of the academic text it is stated that, internships as a requirement to be appointed as a Notary are extended from 12 (twelve) months to 24 (twenty four) months, so that prospective Notaries gain professional, personal and social competence in accordance with the purpose of the internship, namely the transfer of knowledge and skills (transfer of knowledge and skills), in addition, for prospective Notaries who are doing internships, the person concerned is required to maintain confidentiality as a Notary maintains the confidentiality of his/her position.

Based on the provisions in the article relating to internships, according to Alwesi there are 3 (three) things that must be fulfilled, namely:³

"The internship period is 24 (twenty four) months, the internship period is calculated from after a prospective Notary graduates from the notary's master's degree, the internship period must be carried out by a prospective Notary "consecutive". These three requirements must be met before a prospective Notary

¹Anke, Dwi Saputro (Editor), 2009, Central Board of the Indonesian Notary Association, 100 Years of the Indonesian Notary Association, Identity of Indonesian Notaries, 2nd ed., (PT. Ikrar Mandiri Abadi, Jakarta), p.40.

²GHS Lumbun Tobing, 1999, Notary Regulations, 5th Edition, Erlangga, Jakarta, p. 51-52

³Alwesi, Several Notes on the New UUJN, in <http://alwesi.blogspot.com/2014/01/beberapa-catatan-terhadap-uujn-yang-baru.html>, page 1 accessed 1 March 2015

can be said to have met the internship requirements as stipulated in the Notary Law of 2014."

However, in reality, the implementation of internships at Notary offices does not always run smoothly as it should. In practice, there are obstacles that may be faced, including the difficulty of prospective Notaries in getting internship places, the absence of a curriculum or standard procedure for internships for prospective Notaries so that the knowledge gained by prospective Notaries will vary, and the notary where the internship takes place does not fully provide guidance on the grounds of confidentiality of position or busyness, and there are no criteria for Notaries who are able or competent to provide notarial practice knowledge for prospective Notary internships.

Notary candidates who are undergoing an internship are required to carry out the provisions as referred to in Article 16 paragraph (1) letter a, namely "acting in a trustworthy, honest, fair, independent, impartial manner, and protecting the interests of the parties involved in legal acts". In addition to these obligations, notary candidates are also required to keep confidential everything regarding the deeds they make and all information obtained for the purpose of making the deeds.

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However, in reality, the implementation of internships at Notary offices does not always run smoothly as it should. In practice, there are obstacles that may be faced, including the difficulty of prospective Notaries in getting internship places, the absence of a curriculum or standard procedure for internships for prospective Notaries so that the knowledge gained by prospective Notaries will vary, and the notary where the internship takes place does not fully provide guidance on the grounds of confidentiality of position or busyness, and there are no criteria for Notaries who are able or competent to provide notarial practice knowledge for prospective Notary internships.

Based on the background above, this thesis research will focus on the effectiveness of implementing internships for prospective notaries, which will later be able to

provide suggestions and input on notarial practices and institutions related to law enforcement in Indonesia.

This study aims to determine and legally analyze the implementation of internships for prospective notaries in Kendal Regency.

2. Research Methods

The research approach method used in this thesis is a sociological research method. Sociology is an approach based on binding norms, so it is expected that from this approach it can be known how the law which is empirically a symptom of society can be studied as a causal variable that causes consequences in various aspects of social life.⁴The specification of this research uses descriptive analysis, namely research that in addition to providing a description, writing, and reporting an object or event will also draw general conclusions from the problems discussed. Data sources come from primary data and secondary data. Data collection methods include interviews, document studies or library materials. The data analysis method used in analyzing data is a method by seeking information through direct interviews with informants empirically first and then continued by conducting secondary data research found in literature studies through theoretical steps. There are three main stages of qualitative research, namely the description or orientation stage, the reduction stage, and the selection stage.⁵

3. Results And Discussion

3.1. Legal Analysis of the Effectiveness of Implementing Internships for Prospective Notaries in Kendal Regency

The existence and presence of a Notary is always needed by the community, especially the community that is developing, even every individual needs the services of a Notary. This arises from the need in human relations that require evidence for them regarding the civil legal relationship that exists and/or occurs between them. An institution with its servants who are assigned by the general authority to and if the law requires or is desired by the community, makes written evidence, which has authentic power.⁶

The implementation of internships occurs based on an internship agreement made between the intern and the intern recipient or a company that is made in writing which at least regulates the rights and obligations of the parties (intern and intern recipient) and the duration of the internship. If the internship is not based on a prior agreement between the intern and the intern recipient, then the

⁴Ronny Hanitijo Soemitro, 1990, *Legal Research Methodology and Jurimetrics*, Ghalia Persada, Jakarta, p.34

⁵Sugiyono, 2012, *Educational Research Methods; quantitative approach; qualitative; and R & D*, Pustaka Setia, Bandung, p. 6

⁶Lumban Tobing GHS, 1983, *Notary Position Regulations*, Publisher: Erlangga, Jakarta, p.2

implementation of the internship is considered invalid, so that the status of the intern changes to a worker at the place where he/she carries out the internship.

Basically, internship activities are very important for prospective notaries. As previously explained, referring to the provisions of Article 3 letter f of the Notary Law, which requires that before being appointed as a notary, prospective notaries must first "undergo an internship or have actually worked as a notary employee for 24 (twenty four) consecutive months at a notary's office on their own initiative or on the recommendation of the Notary Organization after graduating from a notary's master's degree". Meanwhile, if referring to the explanation of the article, it is determined that "what is meant by 'own initiative' is that prospective notaries can choose for themselves to carry out an internship at the desired notary's office while still obtaining a recommendation from the Notary Organization". The requirement to take part in an internship is not only regulated in the provisions of Article 3 letter f of the Notary Law, but is also regulated in other laws and regulations. This can be seen in Article 2 of the Regulation of the Minister of Law and Human Rights of the Republic of Indonesia Number 19 of 2019 concerning the Requirements and Procedures for Appointment, Leave, Transfer, Dismissal, and Extension of the Term of Office of Notaries, which reads:

1. To be appointed as a Notary, a prospective Notary must meet the following requirements:
 - a. Indonesian citizens;
 - b. have faith in God Almighty;
 - c. aged at least 27 (twenty seven) years;
 - d. physically and mentally healthy;
 - e. holds a law degree and is a graduate of a notary's master's degree;
 - f. have undergone an internship or have actually worked as a Notary employee for a minimum of 24 (twenty four) consecutive months at a Notary's office on their own initiative or on the recommendation of the Notary Organization after graduating from the notary's master's degree;
 - g. not have the status of a civil servant, state official, advocate, or not currently holding another position which is prohibited by law from being held concurrently with the position of Notary; and
 - h. never been sentenced to imprisonment based on a court decision that has permanent legal force for committing a crime that is punishable by imprisonment of 5 (five) years or more.
2. The requirements as referred to in paragraph (1) must be proven by complete supporting documents which include:

- a. photocopy of resident identity card;
 - b. photocopy of legalized birth certificate;
 - c. original certificate of physical health from a hospital doctor;
 - d. original certificate of mental health from a psychiatrist or mental health specialist from a hospital which is still valid or no more than 1 (one) year from the date of issue;
 - e. photocopy of legalized bachelor's degree in law and master's degree in notary or specialist notary education;
 - f. original certificate of internship at a Notary's office that is recognized by the Notary Organization or a certificate of having worked as a Notary employee who has received a recommendation from the Notary Organization for a minimum period of 24 (twenty four) consecutive months after graduating from a notary's master's degree or notary specialist education;
 - g. a statement that the person does not have the status of a civil servant, state official, advocate, or is not currently holding another position which is prohibited by law from being held concurrently with the position of Notary; and
 - h. original certificate of local police records.
3. In addition to the complete supporting documents as referred to in paragraph (2), prospective notaries must attach:
- a. photocopy of the notary's job quality improvement training certificate
 - b. issued by the Directorate General of General Legal Administration;
 - c. photocopy of the code of ethics certificate issued by the Notary Organization
 - d. which is legalized by the Notary Organization;
 - e. original letter of willingness to act as protocol holder; And
 - f. photocopy of Taxpayer Identification Number that has been legalized.
4. The Notary Office as referred to in paragraph (1) letter f and paragraph (2) letter f has a working period of at least 5 (five) years and has issued at least 100 (one hundred) deeds.

Article 9 of the Regulation of the Minister of Law and Human Rights of the Republic of Indonesia Number 19 of 2019 concerning the Requirements and Procedures for the Appointment, Leave, Transfer, Dismissal, and Extension of the Term of Office of Notaries, which reads:

1. If the Notary Position Formation at the requested domicile is not available, the Notary candidate can submit an application for appointment using the waiting list by filling out the form electronically.
2. The applicant as referred to in paragraph (1) is required to fill in the form within the time period as referred to in Article 3.
3. Completing the form as referred to in paragraph (1) must at least contain:
 - a. applicant's name;
 - b. date of birth;
 - c. the requested domicile;
 - d. date of notary degree certificate; and
 - e. start and end dates of the internship.
4. The provisions regarding the requirements as referred to in Articles 3 to 8 apply *mutatis mutandis* to the waiting list.
5. Applications for appointment using the waiting list as referred to in paragraph (1) are limited to a maximum of 5 (five) applications.

The internship issue is also regulated in the Regulation of the Indonesian Notary Association Number: 24/Perkum/INI/2021, Concerning Amendments to the Regulation of the Association Number: 19/Perkum/INI/2019 Concerning Internships. Article 1 number (2) of the Regulation of the Indonesian Notary Association Number: 24/Perkum/INI/2021 Concerning Internships states that "Internships are Internships at Notary Offices and Joint Internships organized by the Association". Article 1 number (3) of the Regulation of the Indonesian Notary Association Number: 24/Perkum/INI/2021 Concerning Internships states that "Internships at Notary Offices are practice of carrying out the position for prospective Notaries at the Notary Office Receiving Internships". Article 1 number (4) of the Regulation of the Indonesian Notaries Association Number: 24/Perkum/INI/2021 concerning Internships states that "Joint Internships are practices and evaluations of internship implementation organized by the Association for prospective Notaries".

Based on the provisions above, the requirements mentioned above, According to the research results, it is necessary to conduct a more in-depth study of the 24 (twenty four) months internship period that must be carried out properly by prospective Notaries, because so far it is not uncommon to find prospective Notaries who take internship time on Saturdays only, because from Monday to Friday the prospective Notary is still tied to work in another office. Of course, this does not guarantee that the prospective Notary will really absorb the knowledge gained during the internship, especially since usually the Notary's office is only

open half a day on Saturdays. This is as explained by a Notary in Kendal Regency as follows:

"The interns usually come to the office once a week, namely on Saturdays, because they have other work, so the quality of the internship is not optimal, I also can't force them to come every day because they also work."⁷

Basically, it is not only a matter of internship time that is a benchmark or parameter that can be used as a reference that a prospective Notary is considered capable of becoming a professional Notary, but it depends on how a prospective Notary is able to absorb the knowledge or science that he/she gains during the internship process. In addition to the availability of knowledge and information available at the internship location, at least the Notary who is used as a reference for the internship is able to provide new experiences for prospective Notaries, because the Notary at the internship location certainly has sufficient experience so that he/she is considered to have more abilities that are beneficial for prospective Notaries.

Based on this phenomenon, the Notary organization, namely the Indonesian Notary Association (INI), proposed holding a joint internship that must be followed by prospective Notaries in addition to internships at Notary offices on their own initiative.⁸The purpose of this joint internship is not only to produce Notaries who are ready to work and professional but also to improve mastery, expertise and skills in carrying out the duties of a Notary and to improve understanding of the Notary Code of Ethics and its application.

The purpose of internship for prospective Notaries themselves is to find out whether the internship program is designed to provide practical experience that is relevant to the duties and responsibilities of a Notary and the internship program to instill the ethical and professional values required by a Notary. The importance of the effectiveness of the internship itself will produce prospective Notaries who master the knowledge and skills needed, namely understanding civil law, deed making procedures, and professional ethics, applying the theories that have been learned in practice, being responsible, honest, and maintaining client confidentiality, and being able to make the right and independent decisions. There are several efforts to improve the effectiveness of internships, namely through standardizing the internship curriculum by creating a standard internship curriculum that applies nationally, conducting periodic evaluations, the involvement of the professional organization, the Indonesian Notary Association, can play an active role in improving the quality of internships.⁹

⁷Lispeni Kurnia Dewi, SH, M.Kn, Interview, Notary in Kendal Regency, 29th October 2024, 12.00 WIB
⁸<http://www.hukumonline.com/berita/baca/calon-notaris-wajib-magang-bersama>, accessed on August 18, 2023, 19.20 WIB

⁹Indriyati Solihah, SH, Sp.N., Interview, Notary in Kendal Regency, 07 November 2024, 09.30 WIB

In legal terms, the implementation of internships for Notaries is expected to be able to realize ideal Notaries. Some of the things that are expected to be achieved by adding internship periods for prospective Notaries include:¹⁰

1. Ability for ethical sensibility

Ethical sensibility can be seen from the ability of professionals in the legal field to determine aspects of situations and conditions that have ethical importance.

2. Ability to think critically (ethical reasoning)

Ethical reasoning namely the ability to think ethically and rationally regarding matters closely related to the tools and frameworks that are considered to constitute the entirety of legal professional ethics education. For this, the following approaches are required:

a. Using an objective view (impartial perspective). Objective means staking the problem fundamentally. Analysis is done objectively by eliminating subjective elements. This objective view can be done by placing oneself in a position as a person who is in justice so as not to take sides. Objective also means leaving collegial ties including nepotism, collusion and corruption.

b. Raising the principles of action at a general and universal level. Professionals must be able to lay down principles that are basic values in the problems faced. These general principles include the values of justice (legality), equity and equality.

c. Paying attention to and considering the rights and welfare of several parties affected by the decisions of legal professionals bases the basis of rights on truth. Truth is the main foundation in resolving the problems faced and equality is based on balanced rights and responsibilities.

3. Ability to act ethically (ethical conduct)

Ethical conduct intended to be a manifestation of a sincere heart. This will be demonstrated by the behavior carried out in making decisions ethically and correctly. Ethical failure occurs because the person at fault does not have the courage to admit the mistake honestly. This may be because the person involved is afraid of their future prospects.

4. Ability for ethical leadership

Ethical leadership is the ability to carry out ethical leadership, which of course is related to sincerity. In accordance with Article 15 paragraph (1) of the 2014 Notary Law, a Notary is authorized to make authentic deeds regarding all acts, agreements and stipulations required by laws and regulations and/or desired by the interested party to be stated in an authentic deed, guarantee the certainty of the date of

¹⁰Budi Untung, 2001, Global Vision of Notaries, Andi Publisher, Yogyakarta, p. 59

making the deed, store the deed, provide a grosse, copy and extract of the deed, all of which as long as the making of the deed is not also assigned or excluded to another official or other person as determined by law.

Parameters that can be used as a reference that a prospective notary has considered capable of becoming a professional Notary, is how a prospective Notary is able to absorb the knowledge and science gained during the internship and apply it when he has become a Notary. In addition to the availability of knowledge and information available at the internship location, at least the Notary Receiving the Internship is able to provide new experiences for prospective Notaries, because the Notary at the internship location certainly has sufficient knowledge and experience so that he is considered to have more abilities and is very useful for prospective Notaries.

In addition to Internships at Notary Offices, the Indonesian Notary Association (INI) organizes joint internship activities that must be attended by prospective Notaries. The purpose of this joint internship is not only to produce Notaries who are ready to work and professional, but also to improve mastery, expertise and skills in carrying out the duties of a Notary and to improve understanding of the Notary Code of Ethics and its applications.¹¹

By setting the internship period for 24 (twenty four) months, it is hoped that Prospective Notaries will have the ability for ethical awareness (ethical sensibility), the ability to think critically (ethical reasoning), the ability to act ethically (ethical conduct), and the ability for ethical leadership (ethical leadership).

In order to produce professional Notaries, the Indonesian Notary Association (INI) evaluates the internship participants by assessing the internship participants, both by the Notary receiving the internship, the Regional Administrator, and the Regional Administrator. Then the results of the assessment are conveyed to the internship participants. If there are prospective Notaries who have not yet met the minimum graduation standards, guidance needs to be provided on the parts that are not understood or not understood by the Prospective Notary, and if the Prospective Notary does not yet meet the qualifications to become a Notary, then the Prospective Notary cannot yet obtain an Internship Certificate.

3.2. Effectiveness of Implementation of Internship for Prospective Notaries to Realize Professionalism in Kendal Regency

Article 1 number 11 of Law Number 13 of 2003 concerning Manpower, internship is part of a work training system that is organized in an integrated manner between training at a training institution and working directly under the guidance and supervision of instructors or more experienced workers / laborers, in the process of producing goods and / or services in a company, in order to master certain skills

¹¹Lispeni Kurnia Dewi, SH., M.Kn, interview, Notary in Kendal Regency, 29th October 2024, 12.00 WIB

or expertise. The general definition of internship is stated in the Big Indonesian Dictionary, namely Internship is a prospective employee (who has not been appointed permanently and has not received a salary or wage because it is considered still in the learning stage).

The internship period for prospective Notaries, which was originally 12 (twelve) consecutive months at a Notary's office, was very inadequate because the problems faced during practice as a Notary were not as simple as what was learned or exemplified by lecturers during the Notary Masters Program. Over time, the internship period of 12 (twelve) months became 24 (twenty-four) months at a Notary's office, bringing changes to the internship itself, where the duties carried out by the Notary profession were very heavy, there were many risks related to administrative sanctions, civil sanctions and criminal sanctions faced by Notaries if there were errors in making deeds. The lack of awareness of prospective Notaries to study seriously in order to become a professional Notary is the main reason that internships only fulfill the requirements to be appointed as Notaries.¹²

Due to these problems, the Notary organization, namely the Indonesian Notary Association (INI), proposed to hold a joint internship that must be followed by prospective Notaries in addition to internships at Notary offices on their own initiative. Where the joint internship is held in addition to the aim of producing Notaries who are ready to use and professional, it is also to improve mastery, expertise, and skills in carrying out the duties of the Notary position and improve understanding of the Notary Code of Ethics and its applications.¹³

The benchmark for the effectiveness of implementing internships for prospective notaries in notary offices can be seen in Article 16A of the Notary Law, namely:

1. Notary candidates who are undergoing an internship are required to carry out the provisions as referred to in Article 16 paragraph (1) letter a, namely "acting in a trustworthy, honest, fair, independent, impartial manner and protecting the interests of the parties involved in legal acts".
2. In addition to the obligations referred to in paragraph (1), prospective notaries are also required to keep confidential everything regarding the deeds they make and all information obtained for the purpose of making the deed.

According to Notary Indriyati, internships at a notary's office are very effective for...carried out because internships are related to practice. Thus, internships greatly determine the quality of a Notary in the future. The effectiveness or otherwise of the implementation of internships in a Notary's office depends on the seriousness of the prospective Notary who is carrying out the internship. If the

¹²Lispeni Kurnia Dewi, SH., M.Kn, interview, Notary in Kendal Regency, 29th October 2024, 12.00 WIB

¹³Collection of articles, [www. Hukumonline.com/calon-notaris-wajib-magang-bersama](http://www.Hukumonline.com/calon-notaris-wajib-magang-bersama), accessed on Thursday, March 7, 2019, at 14.24 WIB.

prospective Notary carries out the internship activities seriously, then the internship will be very effective and vice versa if the prospective Notary is not serious in carrying out the internship, then one day he will not be able to become a great and professional Notary.¹⁴

There are several obligations for the Notary where the prospective Notary is interning during their internship period, including:

1. Provide sufficient work opportunities for interns during the internship. If interns work at or become part of a civil partnership of a Notary's office, then it must be determined which Notary is responsible for providing guidance and information on internship graduation.
2. Providing guidance, direction and advice during the internship period.
3. Providing the widest possible opportunity for interns to learn about the work and duties of a Notary.
4. Providing opportunities for interns to take relevant courses or exams in order to meet the requirements for appointment as a Notary.
5. Providing opportunities for interns to become substitute notaries if the intern is deemed capable of doing so.
6. Passing on the experience and knowledge possessed by Notaries to interns.
7. Notify the Indonesian Notary Association regarding interns who are interning at their office within the time specified by the Indonesian Notary Association.
8. Provide a certificate of completion of the internship in the form determined by the Indonesian Notary Association after the internship participant has completed and has fulfilled the internship requirements determined by the Indonesian Notary Association.¹⁵

Meanwhile, for prospective intern notaries, there are several obligations that must be carried out during their internship period at the notary's office, including:

1. Behave as a Notary employee in accordance with the Notary Law and the Notary Code of Ethics.
2. Doing all the work like a Notary such as carrying out the administration of the Notary's office, making receipts, preparing deeds, stitching deeds, checking deeds, completing deeds, dealing with clients, conversing on the telephone related to work in the Notary's office and so on.

¹⁴Indriyati Solihah, SH, Sp.N., Interview, Notary in Kendal Regency, 07 November 2024, 09.30 WIB

¹⁵Sjaifurrachman, Op.Cit., pp. 92-93

3. Carrying out legal Notary office work given to the intern by the Notary where he/she is interning unless there is a sufficient reason.

4. Listen to the instructions, guidance and advice given by the Notary where the intern is doing the internship.¹⁶

According to Notary Lispeni Kurnia Dewi, some of the rights and obligations of prospective intern notaries and notaries receiving interns include:

1. The rights of prospective notary interns include:

- a. Get guidance from the Notary who is receiving the internship;
- b. Obtain an internship certificate from a Notary if it is stated that you have completed your internship.

2. Obligations of prospective notary interns:

- a. Comply with the internship agreement;
- b. Acting in a trustworthy, honest, thorough, independent, impartial manner and protecting the interests of the parties involved in legal actions;
- c. Keep confidential everything regarding the Deed he has made and all information obtained for the purpose of making the Deed;
- d. Complete the internship as best you can until it is finished;
- e. Comply with the rules and regulations in force at the Notary's office accepting the intern;
- f. Maintaining the good name of the Notary who received the internship;
- g. Paying compensation for breach of internship agreement.

3. Rights of Notaries who receive internships:

- a. Utilizing the work results of prospective Notary interns;
- b. Enforcing internship rules and agreements;
- c. Demand compensation from prospective intern notaries for violations of the internship agreement that are detrimental to the notary receiving the internship;
- d. Unilaterally canceling the internship agreement if the prospective Notary violates the internship agreement.

4. Obligations of Notaries accepting internships:

¹⁶ibid

- a. Guiding prospective notary interns;
- b. Fulfilling the rights of prospective notary interns in accordance with the internship agreement;
- c. Evaluate interns; and
- d. Provide an internship certificate to prospective Notary interns if they are declared to have completed their internship.¹⁷

In terms of the implementation of Notary Internship, the rights and obligations between the prospective Notary who is carrying out the internship and the Notary are very important to protect. The interests of each party in this case are Notary candidates who are doing internships and Notaries must receive protection, so that there are no problems between the parties in the implementation of internships in the future, one of which is unilateral termination by the Notary to the Notary candidate who is doing internships. In order to realize the above, the Notary candidate who is doing internships and the Notary in the implementation of internships should make an agreement in the form of an internship agreement. This is to regulate and resolve problems that may arise in the future between the Notary candidate who is doing internships and the Notary, and to protect the interests of each party in the implementation of internships.

There are several obligations of the Notary where the prospective intern is carrying out his/her internship period, one of which is to provide sufficient work opportunities to the intern during the internship. If the intern works at or is part of a civil partnership of a Notary Office, then it must be determined which Notary is responsible for providing guidance and information on internship graduation.¹⁸

In order to provide convenience for prospective Notaries who wish to find an internship according to their wishes or on the recommendation of the Notary Organization, the Lawmakers have stipulated the obligations of Notaries. The obligations of a Notary are something that must be carried out by a Notary in carrying out his/her position, because it has become a requirement that is required by Law. The obligation of a Notary to accept internships for prospective Notaries is regulated in Article 16 paragraph (1) letter n of the Notary Law. Explanation of Article 16 paragraph (1) letter n, namely In carrying out his/her position, a Notary is required to accept internships for prospective Notaries. Notaries who accept internships in carrying out internships have a large role and responsibility to educate and supervise prospective Notaries who are undergoing internships in their office so that in the future they will become ideal Notaries, namely Notaries

¹⁷Indriyati Solihah, SH, Sp.N., Interview, Notary in Kendal Regency, 07 November 2024, 09.30 WIB

¹⁸Sjaifurrachman, 2011, Aspects of Notary Accountability in Making Deeds, Mandar Maju, Bandung, pp. 92-93.

who are skilled, moral and professional in accordance with the provisions of Article 16 paragraph (1) letter n of the Notary Law.¹⁹

The position of Notary as a type of job in the social life of society, its position until now is still respected. This is inseparable from the fact that Notaries in carrying out their positions are required to uphold ethical and moral values, so that Notaries are trusted and considered by the community as an official who can be asked for good and wise advice.²⁰ If a Notary violates the provisions of the Notary Law, the public will no longer trust the Notary. Therefore, sanctions are needed to regulate the provisions of the Notary's duties. Sanctions can be used as a means of coercion, in addition to punishment, with the aim of complying with the agreement and provisions as stipulated in an agreement or regulation.²¹

4. Conclusion

The internship issue is also regulated in the Regulation of the Indonesian Notary Association Number: 24/Perkum/INI/2021 concerning Amendments to the Regulation of the Association Number: 19/Perkum/INI/2019 concerning Internships. Article 1 number (2) of the Regulation of the Indonesian Notary Association Number: 24/Perkum/INI/2021 concerning Internships states that "Internships are Internships at Notary Offices and Joint Internships organized by the Association". Article 1 number (3) of the Regulation of the Indonesian Notary Association Number: 24/Perkum/INI/2021 concerning Internships states that "Internships at Notary Offices are practice of carrying out the position for prospective Notaries at the Notary Office Receiving Internships". Article 1 number (4) of the Regulation of the Indonesian Notaries Association Number: 24/Perkum/INI/2021 concerning Internships states that "Joint Internships are practices and evaluations of internship implementation organized by the Association for prospective Notaries".

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¹⁹Triyanto Setyo Prabowo & Mulyoto. (2017). Responsibilities of Notary Candidates Who Are Undergoing Internships Regarding the Confidentiality of Deeds. *Jurnal Repertorium*, vol 4, no 2. <https://jurnal.uns.ac.id/repertorium/article/view/18318/0>. p. 75.

²⁰Tan Thong Kie, 2007, *Notary Studies and All About Notary Practice*, 2nd ed., Ichtar Baru van Hoeve, Jakarta, p. 444.

²¹Habib Adjie, *Civil and Administrative Sanctions against Notaries as Public Officials*, 4th ed., Refika Aditama, Bandung, (hereinafter abbreviated as Habib Adjie II) 2008, p. 89, quoted from NEAlgra and HRW Gokkel, *Fockema Andreae's Rechtsgeleerd Handwoordenboek*, HDTjeenk Willink-Alphenaar den Rijn, 1981, p. 496

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