

Fort Knox CPAC...



HR Tip of the Week

FEDERAL EMPLOYEE COMPENSATION ACT (FECA)

- The FECA provides compensation benefits to civilian employees for disability due to personal injury or disease sustained while in the performance of duty.
- The Injury Compensation Program Administrator (ICPA) is available to advise and assist all employees and supervisors who have filed, or are in the process of filing, for workers compensation due to a traumatic injury or occupational disease.

Traumatic Injury is a wound or other condition of the body caused by external force, including stress or strain. The injury must be identifiable by time and place of occurrence and member of the body affected; it must be caused by a specific event or incident or series of events or incidents within a single day or work shift.

Occupational Disease is a condition produced in the work environment over a period longer than one workday or shift. It may result from systemic infection, repeated stress or strain, exposure to toxins, poisons, or fumes, or other continuing conditions of the work environment.

- The FECA is administered through the Office of Workers Compensation (OWCP), which is comprised of 12 district offices each having claims examiners who are responsible for the management of each individual claim.
- The OWCP is responsible for issuing all decisions on claims based on the medical documentation provided by the employee and attending physician of the claim.
- The Fort Knox CPAC is the point of contact (POC) for all workers compensation claims on the installation, and for all civilian employees serviced by the Fort Knox CPAC if not physically situated on the installation.

MYTHS & FACTS:

MYTH: File a workers' compensation claim to get 45 days of continuation of pay (COP) without losing annual or sick leave.

FACT: Most newly filed traumatic injury claims are **eligible** for 45 days of COP if medical documentation is submitted within 10 days of the injury by the employee. However, if the claim is not accepted and is denied by OWCP the 45 days of COP is converted into leave sick (LS), leave annual (LA) and if personal leave is not available it will be charged as leave without pay (LWOP), or absent without leave (AWOL), which could result in disciplinary action.

MYTH: Filing a claim is not worth all the hassle and paper work.

FACT: The FECA program may require the employee, agency, and treating physician to fill out a variety of forms and documents, however, it is one of the most effective systems to get an employee the entitlements they are entitled to when affected by a work related injury or occupational disease.

MYTH: I am a veteran, retired veteran, or active duty spouse I can go to the VA or Ireland Community Hospital and use Tri-Care for my injury or occupational disease.

FACT: The VA and Ireland Community hospital will treat all the above. However, for all workers' compensation claims it is highly recommended that before you are treated you tell the facility that this is Federal Workers' Compensation claim. Billing Tri-Care, VA or any private health insurance will not only complicate the claim and make it harder to get the full benefits available from workers' compensation but in most cases is considered insurance fraud.

MYTH: My workers' compensation claim will help me get a job placement within an organization outside of BRAC.

FACT: The job placement, for disabled employees based on an approved claim, to accommodate restrictions approved by OWCP will begin within that employing agency. Example: attempts will be made to place an employee with the Armor Center in a new job due to permanent disabilities, within the Armor Center before searching elsewhere. Job placement is based on the restrictions, employee qualifications, and vacancy. The agency will not place disabled employees into positions unless all of these requirements exist. Any and all job accommodation placements must be approved by the OWCP.

Look for our next HR Tip regarding FECA Fraud