



HUMAN RESOURCES DEPLOYMENT INFORMATION – ACCIDENTS WHILE IN THEATER

Accidents

DA civilians shall comply with Army health surveillance requirements for reporting and archiving health surveillance data and reports (such as DNBI, reportable medical events, Occupational Environmental Health (OEH) surveillance data). This includes documenting all individual health treatment provided at all levels of care and any notable occupational and environmental health exposures and linking individual exposure records to individual health records.

All permanent employees with regularly scheduled tours of duty are eligible for coverage under the Federal Employee's Health Benefits (FEHB) Program. These employees are also automatically covered by the FECA. The FEHB helps protect employees and family members from the expenses of illness and accident that are not work-related. Employees must register for FEHB during regularly designated "open seasons" and cannot initiate coverage because of being detailed to another areas. Employees will be permitted to select another health plan if they are currently insured under a Health Maintenance Organization (HMO) arrangement and one or all of their family members are moving out of the HMO serviced area. Employees under HMOs should consider electing a fee-for-service plan if their families will be moving outside the HMO serviced area during the period of the deployment. In either case, employees are encouraged to continue medical coverage for their families.

Civilian employees who sustain injury or death while deployed may receive benefits provided by the Federal Employees' Compensation Act (FECA). Civilian employees who sustain a traumatic injury in the performance of duty must notify the on-site supervisor as soon as possible, but not later than 30 days from the date of injury. If the employee is incapacitated, someone acting on his/her behalf may take this action.

It is recommended that deploying DA civilians take copies of the following Accident Reporting Forms with them:

- EN 3394 - USACE Accident Investigation Report
- [CA-1](#) - Department of Labor, Federal Employees Notice of Traumatic Injury
- [CA-2](#) - Department of Labor, Notice of Occupational Disease

DA Civilian Medical Care

Deployed civilian employees are entitled to in-theater military provided medical care, including pharmacy support, equivalent to that given to active duty military personnel. Civilian employees who require treatment for disease or injury sustained during deployment will be provided care at no cost to the employee under the DoD Military Health Services System (AR 40-3, Medical, Dental and Veterinary Care).

Casualties

Civilian employees who sustain injury or death while deployed may receive benefits provided by the Federal Employees' Compensation Act (FECA). Civilian employees who sustain a traumatic injury in the performance of duty must notify the on-site supervisor as soon as possible, but not later than 30 days from the date of injury. If the employee is incapacitated, someone acting on his/her behalf may take this action. Accident/illness reporting and recordkeeping shall be in accordance with USACE requirements specified in USACE Supplement 1 to AR 385-40.

Casualty Status

Civilian employees killed in the line of duty are entitled to many of the same benefits as military casualties. Mortuary benefits for eligible employees include search, recovery and identification of remains; disposition of remains; removal and preparation of remains; casket; clothing; cremation (if requested); and transportation of remains to permanent duty station or other designated location.