

Injury Compensation

DLA employees who are injured while in the performance of duty are covered under the Federal Employees' Compensation Act (FECA). This coverage is extended to all civilian employees of the United States Government.

Benefits provided under the FECA constitute the sole remedy against the United States Government for work related injury or death. The FECA is administered by the Department of Labor (DOL), Office of Workers' Compensation Programs (OWCP). All entitlement decisions are made by DOL.

Compensation benefits include monetary payment for wage loss due to injury related disability, payment of related medical bills and prescriptions and vocational rehabilitation services when appropriate.

Agency Goals

- Reduce Continuation of Pay (COP) Cost
- Reduce Compensation
- Aid Injured Employees in Recuperating
- Reduce Chargeback Cost

Supervisor's Responsibilities

Prevention of Injury

Safety is the key. Make safe working conditions a top priority in your organization.

Medical Care

Ensure that the Form CA16 (if applicable) to authorize medical care is provided to the employee within 4 hours of employee's request or immediately in the case of an emergency.

Claim Forms

Ensure that injured employees have access to the appropriate claim forms and receive guidance and counseling when requested.

Controversion

If the supervisor questions the validity of a claim, he/she MUST submit a written statement of controversion, identifying the areas of disagreement, to the DLA Injury Compensation Center (ICC) along with the claim.

Timely Submission

Complete the employer's portion of the claim within 48 hours and immediately forward to the DLA, ICC. According to federal law, these forms must be transmitted (with all other available pertinent information including the basis for any controversions) to the Department of Labor within 10 working days after receiving the completed form from the employee.

Accommodation

Supervisors are obligated to provide injured employees with light or restricted duty whenever possible to accommodate any medical limitations necessitated by the injury. This is the most effective tool at your disposal for reduction of compensation costs incurred by the agency.

Employee's Responsibilities

- Report injuries or work-related illness as soon as possible.
- Submit completed claim forms to the supervisor immediately.
- Provide evidence to support the claim.
- Report all changes in medical status to the supervisor immediately.
- Return to work for full or light duty as soon as medically capable.

Compensation Specialist's Responsibilities

- Ensure that appropriate claim forms are available for injured employees.
- Provide the employee and the supervisor with information and assistance regarding workers' compensation.
- Serve as a liaison between the employee and the Department of Labor when appropriate.
- Assist the supervisor in locating or creating light duty or restricted positions for injured employees.
- Provide high quality customer service to DLA employees.