



HUMAN RESOURCES OFFICE

"PROVIDING HR SERVICES THAT ENABLE THE FLEET"

Fact Sheet

Federal Employees' Compensation Act (FECA)

The DoD Injury Compensation Program is based on Federal Employees' Compensation Act (FECA) which provides benefits to civilian employees of the Federal Government for disability due to personal injury, disease, or death arising from or within the scope of their employment. FECA is administered by the U.S. Department of Labor Office of Workers' Compensation Program (OWCP). All Federal employees except those paid from non-appropriated funds are covered.

REGULATION:

Department of Defense Instruction 1400.25-V810

<http://www.dtic.mil/whs/directives/corres/pdf/1400.25-V810.pdf>

COMNAVFORJAPANINST 12000.16, Chapter 4, Section 411

REQUIREMENTS: The employee must provide medical and factual evidence to establish five basic elements;

- a) The claim was filed within the time limits set by the FECA;
- b) The injured or deceased person was an employee within the meaning of the FECA;
- c) Fact of injury that the employee in fact sustained an injury or disease;
- d) The employee was in the performance of duty when the event(s) leading to the claim occurred; and
- e) Casual relationship between the condition claimed and the injury or disease sustained is examined.

PROCEDURES WHEN INJURED AT WORK:

1. Report the injury to the supervisor right away
2. If medical treatment is necessary for a traumatic injury; request supervisor to authorize medical treatment by use of Form CA-16. The employee has the right to choose treating physician.
3. The supervisor shall notify the Injury Compensation Program Administrator (ICPA) as soon as possible at DSN 243-8184 or via e-mail to: CNFJ.ICPA@fe.navy.mil after injury has been reported.
4. The supervisor shall work with the employee to file a Form CA-1 claim to report a traumatic injury or Form CA-2 to report an occupational disease/illness using the Electronic Data Interchange (EDI) no later than 30 days after injury.
5. After claim is forwarded to the ICPA using EDI, employee will receive a Receipt of Notice of Injury. If an employee is temporarily disabled and cannot report to work due to a traumatic injury, the employee may file a claim for continuation of pay (COP) not to exceed 45 calendar days or use applicable leave.

ELIGIBLE EMPLOYEES MAY BE ENTITLED TO THE FOLLOWING BENEFITS UNDER FECA:

1. Medical Benefits
2. Continuation of Pay (COP)
3. Disability Compensation
4. Schedule Awards
5. Vocational Rehabilitation
6. Death Benefits

CONTACT INFORMATION: For more information, please call DSN 243-8184 or contact CNFJ.ICPA@fe.navy.mil

(Current as of March 2010)