

HRO BULLETIN

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FEDERAL EMPLOYEES' COMPENSATION PROGRAM

The Federal Employees' Compensation Act (FECA) provides compensation benefits to civilian employees for disability due to personal injury or disease sustained while in the performance of duty. The FECA also provides for payment of benefits to dependents if a work-related injury or disease causes an employee's death. The FECA is intended to be remedial in nature and non-adversarial. Benefits provided under the FECA constitute the sole remedy against the United States.

What a Federal employee should do when injured at work

If you are injured at work, you may be entitled to injury compensation benefits provided under the FECA. Federal employees have certain rights and responsibilities in filing for benefits:

- Immediately report any work-related injury to your supervisor.
- Complete a Form [CA-1](#), Federal Employee's Notice of Traumatic Injury and Claim for Continuation of Pay/Compensation, if your injury results from a specific event or a series of events during one day or shift. If you develop a condition due to prolonged exposure lasting more than one day or shift, complete a Form [CA-2](#), Federal Employee's Notice of Occupational Disease and Claim for Compensation. Your supervisor can provide you with these forms or refer you to the appropriate point-of-contact. To protect your rights to certain benefits, complete the front section of the Form CA-1 or CA-2 and provide it to your supervisor as soon as possible, but not later than 30 days after your injury. Complete these forms as precisely as possible in order to avoid delays caused by missing or incomplete information.
- Request medical attention, either by going to the dispensary or a private doctor. If you wish to see your own private doctor, you may obtain a Form CA-16, Authorization for Examination and/or Treatment from your supervisor or other agency representative. This form can only be issued for traumatic injuries. In most cases, your own doctor can see you without this form so do not delay medical attention.
- You may be asked to provide additional information. Although your supervisor or other agency representative may assist you, it is ultimately your responsibility to obtain the information needed to support your claim.
- If you are temporarily unable to work because of your injury, you need to keep your supervisor informed about your medical condition, and return to work as soon as your physician allows you to do so. Light duty assignments may be available if you are not able to perform your regular job. It is your responsibility to inform your physician about light duty.
- Request continuation of regular pay (COP), sick leave, annual leave, or leave without pay.

The Computer/Electronic Accommodation Program (CAP) provides accommodation assistance to DOD activities by purchasing equipment and services needed for disabled employees. The CAP's services enable DOD employers to offer accessible work environments to DOD employees with visual, hearing, and dexterity impairments. Examples of equipment and services provided are voice-activated computers, sign language interpreters, etc. The services provided by the CAP are free to DOD employees. You may obtain additional information on CAP by viewing their web site at www.tricare.osd.mil/cap.

To protect your rights and receive benefits as quickly as possible, you should notify your supervisor immediately upon experiencing a work-related injury. Please do not delay. For additional information on the Injury Compensation Program, you may visit the Commander, Navy Regions Southwest web site at <http://www.enic.navy.mil/CNRSW/About/RegionalDepartments/HumanResourcesOffice/FECA/index.htm> or by contacting the Human Resources Office (HRO) at (619) 532-1299/3909/2746.