DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY MEDICAL COMMAND
2748 WORTH ROAD
JBSA FORT SAM HOUSTON, TEXAS 78234-6000

REPLY TO ATTENTION OF

OTSG/MEDCOM Policy Memo 14-070

25 AUG 2014

MCSM

Expires 25 August 2016

MEMORANDUM FOR Commanders, MEDCOM Major Subordinate Commands

SUBJECT: Medical Treatment Policy for Army Civilian Employees with Approved Job-related Injury or Illness Claims

1. The Federal Employees' Compensation Act, 5 USC 8103, authorizes medical services needed to provide treatment or to counteract or minimize the effects of any condition which is causally related to factors of Federal employment.

2. Federal employees are entitled to initial one-time emergency treatment at Military Treatment Facilities for injuries and illnesses that occur in the workplace. If the injury or illness claim is subsequently accepted by the Office of Worker's Compensation Programs (OWCP) as work-related, Federal employees are entitled to all services, appliances, and supplies prescribed or recommended by qualified physicians which, in the opinion of the OWCP, are likely to cure, give relief, reduce the degree or the period of disability, or aid in lessening the amount of monthly compensation. Medical care includes examination, treatment, and related services such as hospitalization, medications, appliances, supplies, and transportation incident to securing them.

3. An employee is entitled to initial selection of physician for treatment of an injury or occupational illness. The employee may choose any licensed physician in private practice who is not excluded, or he or she may choose treatment at a government facility where one is available.

4. Agency personnel may not interfere with the employee's right to choose a physician, nor may they require an employee who claims an injury to go to a physician who is employed by or under contract to the agency before going to the physician of the employee's choice. Thereafter, the agency may refer the employee to the Occupational Health Clinic for evaluation of their duty status, in accordance with 5 CFR 339 (Medical Qualification Determinations).

5. In addition, it is MEDCOM policy that all employees with an on- the-job injury or illness be encouraged to utilize Army healthcare for treatment. Leaders at all levels, occupational health personnel, and healthcare providers should ensure all personnel are made aware of and support this policy of in-house medical treatment of employee

injuries and/or occupational disease. Former employees with active approved claims may also be authorized to utilize Army healthcare resources for treatment of job-related conditions. There shall be no charge for such care, in accordance with AR 40-400, 27 Jan 10, paragraph 3-24 and HA Policy 08-002. Additionally, medical commanders will make every effort to ensure employees are seen in a timely manner in order to return them to work as soon as possible.

FOR THE COMMANDER:

ULDRIC L. FIORE, JR.
Chief of Staff