



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

MCHR-C

**14 OCT 2016**

**MEMORANDUM FOR**

**Commanders, MEDCOM Major Subordinate Commands**  
**Directors, OTSG/MEDCOM OneStaff**

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

**1. References.**

**a. Army Regulation (AR) 40-400, Patient Administration, 8 July 2014.**

**b. Assistant Secretary of Defense memorandum, HA Policy 08-002, 26 March 2008,**  
**subject: Policy for Billing for Care Furnished by Military Treatment Facilities to Federal**  
**Employees for On-the-Job Injuries and for Occupational Health.**

**c. Department of Army (DA) Implementing Guidance for Workers' Compensation**  
**under Federal Employees' Compensation Act (FECA), January 2015.**

**d. Federal Employees' Compensation Act, (FECA), 5 USC 8103, Medical services**  
**and initial medical and other benefits.**

**2. Purpose. Provide guidance regarding the provision of medical treatment in Military**  
**Treatment Facilities (MTFs) for civilian employees who become injured or ill in the**  
**performance of duty.**

**3. Proponent. The proponent for this policy is the MEDCOM G-1/4/6, Civilian Human**  
**Resources Directorate, Policy and Programs Division.**

**4. Applicability. This policy applies to Commanders, Managers and Supervisors of**  
**MEDCOM Appropriated Fund Employees.**

**5. Provisions.**

**a. The Federal Employees' Compensation Act authorizes medical services needed**  
**to provide treatment or to counteract or minimize the effects of any condition that is**  
**causally related to factors of Federal employment.**

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b. Federal employees are entitled to receive initial one-time emergency treatment at MTFs for work-related injuries and illnesses. Employees whose injury or illness claim is accepted as work-related by the Office of Workers' Compensation Programs (OWCP) 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 these products and services. Any care beyond the initial emergency treatment may be provided on a space available basis.

c. 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 from participation in the Federal employees' compensation program, or the employee may choose treatment at a government facility where one is available.

d. Agency personnel may not interfere with an employee's right to choose a physician, nor may the agency 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.

## **6. Policy.**

a. Employees with an on-the-job injury or illness are encouraged to utilize Army healthcare for treatment.

b. I expect Leaders at all levels, occupational health personnel, and healthcare providers to support this policy. First-line supervisors will ensure personnel are aware of this policy.

c. Former employees with active approved claims may be authorized to utilize Army healthcare resources for treatment of OWCP accepted conditions. There shall be no charge for such care in accordance with references 1a and 1b.

d. MTF Commanders will make every effort to ensure injured or ill employees receive timely access to care in order to return injured workers to duty as soon as possible.

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7. The point of contact for this memorandum is Ms. Rosie Miller, Civilian Human Resources Directorate, Policy and Programs Division, (210) 221-8347 or email [rosanne.miller.civ@mail.mil](mailto:rosanne.miller.civ@mail.mil).

FOR THE COMMANDER:



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