



CIVILIAN DEPLOYMENT GUIDE: INJURY/ILLNESS COMPENSATION

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U.S. ARMY

What If...

The overwhelming majority of soldiers and civilians who deploy to a combat zone return safely without ever experiencing a workplace injury or illness.

However, it is important that you understand your responsibilities and entitlements.

You are hurt or become ill while deployed:

Entitlement: You are entitled to medical care for illnesses and injuries at no charge to you while in the combat zone, even when physician-approved treatment requires transfer to a larger facility. Upon return to CONUS, you may be eligible to receive care at a Military Treatment Facility (MTF) at the same level and scope of a Service member at no cost, under the Department of Labor Workers Compensation Program.

You want to file a Workers' Compensation Claim:

Responsibility: Pursuant to the Federal Employees Compensation Act (FECA), claimants must promptly and accurately report all job-related injuries or illnesses to their supervisor, unless prevented from doing so by the severity of the injury (then anyone—family, friend, coworker—can report the injury for you). For a claim to be accepted, a licensed physician must provide written diagnosis and prognosis/treatment plan of the condition and recovery (NOTE: Nurses, Physician Assistants, and medic/corpsmen do not qualify). The physician who provides this does not have to be the original treating physician in theater). For assistance with obtaining support in obtaining information or access to medical services, contact your agency's Deployment Coordinator/Post Combat Case Coordinator (PCCC) or <http://cpol.army.mil/library/mobil/pdhra-toolkit.html>.

Entitlement: After evaluating medical evidence and other factors, the Dept. of Labor Office of Workers' Compensation (OWCP) will adjudicate your claim and administer any medical or wage loss compensation and/or scheduled awards for permanent impairment. Adjudication of illness claims may take as long as 12 months. **DO NOT CANCEL YOUR HEALTHCARE!**

Time Limits

FECA enables DOL OWCP to place time limits on when a claim can be filed, so it is important that your supervisor is notified and a claim is filed as promptly as possible.

- Claimants must file within 30 days from the date of injury to receive Continuation of Pay (COP) for a disabling traumatic injury. Medical evidence must be submitted within 10 workdays. For other benefits, the claim must be filed no later than three years after the date of injury.
- If illness is claimed, claimants have no later than three years from the date they became aware, last exposure, or when the employer had knowledge of the disease/illness.

Definitions:

- A *traumatic injury* is a wound or other condition of the body caused by external force, including stress or strain occurring during one work shift.
- An *occupational disease* is a condition produced in the work environment over a period longer than one workday or shift. It may result from systemic infection, repeated stress or strain, exposure to toxins, poisons, or fumes, or other continuing conditions of the work environment.

Note: FECA does not allow payment of expenses associated with simple exposure to an infectious disease (e.g. tuberculosis, hepatitis, HIV) without the occurrence of a resulting work-related illness. Additionally, injuries/illnesses occurring out of purely natural causes are generally not compensable. However, this is another reason to have the required Post Deployment Health Assessment (PDHA) and Reassessment (PDHRA) completed.

How do I file a Claim if I'm deployed?

You should first contact your immediate deployment supervisor when a workplace injury or illness occurs, even if you do not immediately intend to file a claim. If you desire to file a workers' compensation claim, you must submit your **CA-1, "Notice of Traumatic Injury and Claim for Continuation of Pay/Compensation"** no later than 30 days after your injury occurred, in order to be eligible for **Continuation of Pay (COP)**. If disease/illness was caused or aggravated by your employment, you must file **Form CA-2, "Notice of Occupational Disease and Claim for Compensation."**

You will need to electronically file using the Employees' Compensation Operations & Management Portal (ECOMP). ECOMP can be found at <https://www.ecomp.dol.gov/#>. You will need to register for an account, if you do not already have one. The register button is found in the upper right hand corner of the screen, or you can click the green button near the middle of the screen that says "Sign In/Register". Complete a Form CA-1 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. You will need to enter your deployment supervisor's and parent organization supervisor email address so that the form can be routed to your parent organization supervisor and then the form will be routed to the Injury Compensation Specialist at your servicing Civilian Personnel Advisory Center. Complete these forms as precisely as possible in order to avoid delays caused by the need for additional information. Although your supervisor or other agency representative may assist you, it is your responsibility to obtain the information needed to support your claim.

Employee Instructions: Fill out this form completely and provide to your immediate supervisor(s) upon arrival. If desired, you may also send a copy to a friend or family member.

Request for Workers' Compensation Claim

If, in the course of performing my duties, I should become incapacitated by an injury or illness, my Injury Compensation Specialist (ICS) who is designated to handle a claim may vary by employing activity, geographic location, and/or pursuant to my command's policy. The ICS should immediately file a Workers Compensation claim on my behalf at <https://www.ecomp.dol.gov/#>. She/he should use Form CA-1 for a traumatic injury or CA-2 for an illness. My supervisor should also contact my servicing ICS and provide any medical diagnosis available.

My ICS is: _____ E-mail: _____

Additionally, please notify my emergency contact:

Name: _____ Association: _____

Telephone: _____ E-mail: _____

Address: _____

Other comments or special instructions: _____

Employee Name (Print) Employee Signature Date

Date of Birth: _____ Social Security #: _____

Supervisor Instructions: The Federal Employees Compensation Act (FECA) may entitle your civilian employees to certain monetary compensation and/or medical benefits if they experience an injury or illness during the performance of their duties. It is very important that you are notified immediately and ensure prompt submission of their claim and medical information to the servicing Injury Compensation Specialist (ICS). The Department of Labor Office of Workers' Compensation (OWCP) will adjudicate a final decision which the agency cannot appeal. Therefore, if you believe a claimed injury/illness did not result from the performance of official duty, you should submit evidence and write a paragraph to "controversy" or challenge the claim and send immediately to the ICS. Regardless, when an employee becomes injured or ill, it important they receive the appropriate medical attention and the facts are correctly documented. The employee remain eligible for medical services from a Military Treatment Facility (MTF). The employee should be directed to the Deployment Coordinator/Post Combat Care Coordinator for assistance or information for accessing the closest MTF.

It is the Army's position that employees should return to work as soon as possible following a workplace injury/illness. When temporary or permanent disability has occurred, you, as supervisor, must make a diligent effort to ensure a modified/light-duty assignment and reasonable accommodations are extended when recommended by the attending physician and/or OWCP.