

Department of Defense Pipeline Program

The Pipeline program is a special DoD authority and fund designed to facilitate the return-to-work of a long-term workers' compensation claimant. Organizations sometimes do not have money in their personnel budget to pay the salary of a returning long-term claimant. Pipeline solves this problem. In addition, Pipeline provides overhire authority if needed.

In order to use Pipeline, the following conditions must be met:

- ✓ The claimant must have been off work for at least 90 days because of an accepted workers' compensation injury.
- ✓ The claimant must come back to a position other than the one held at the date of injury.
- ✓ If the claimant was a permanent employee, the position offered must be a permanent position.
- ✓ If the claimant was a temporary or term employee, the position offered must be a temporary or term position for the remaining balance of the appointment (until the NTE date). The temp or term offer must be for at least 90 days duration, even if the time left on the appointment was less than 90 days.

The process for using Pipeline is:

- ✓ The installation makes a job offer in the normal way to the claimant. Once the offer is accepted, the injury compensation specialist should contact the DCPAS liaison for assistance in setting up the Pipeline funding.
- ✓ If Pipeline authority/funding is approved, DCPAS will send a MIPR to pay the first 365 days of salary for a full-time employee. If the employee returns part-time, the funding will cover two years instead of one.
- ✓ The hiring installation is responsible for Full Time Equivalent (FTE) allocation and funding after one year (or two years, for part-time) from the date the employee begins an approved Pipeline position.

Pipeline allows the Army to retain valuable education and skills that are often lost to on the job injuries!

- ✓ The employee is able to return to productivity.
- ✓ The organization is able to use the skills of an employee.
- ✓ The Army and the organization are able to reduce costs of workers' compensation.

For information on the DoD Pipeline Program, click on the link below:

<https://dodhrinfo.cpms.osd.mil/Directorates/HROPS/Benefits-and-Worklife/Injury-and-Unemployment-Compensation/Pipeline/Documents/DoD%20Pipeline%20Program%20Guide%20-%20revised%20July%202012.pdf>

(Note: Link revised 11/03/2014)