

Benefits Available



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- FECA provides several types of benefits to civilian Federal employees who sustain workplace injuries, including occupational disease, as a result of their employment with the Federal government. Monetary benefits are provided to qualified survivors of the decedent in case of employment-related death. The types of benefits are as follows:
 - Medical Benefits
 - Wage Loss Benefits
 - Schedule Award for Permanent Impairment
 - Death Benefits
 - Other Benefits
 - Attendant Allowance
 - Vocational Rehabilitation
 - Nurse Services

Medical Benefits

- FECA provides for all medical services, appliances, and supplies prescribed or recommended by qualified physicians that cure, give relief, reduce the degree or the period of disability or aid in lessening the amount of monthly compensation. This includes examination, treatment and related services such as medications and hospitalization as well as transportation needed to secure services for treatment of accepted condition(s). No time or monetary limitations will be imposed on medical care for the employee as long as there is substantiated need for treatment of the work-related injury or illness.
- DFEC does not pay for preventative treatment unless there is a physical injury as set forth in 20 C.F.R. 10.313(b).
- The payment of chiropractic care is limited to treatment consisting of manual manipulation of the spine to treat spinal subluxation and the provision of physical therapy under the direction of a qualified physician.



Monetary Benefits

- Federal employees suffering from work related disability are eligible for one or more types of monetary benefits. Disability benefits are payable for partial and total disability as long as the medical evidence supports a continuing causal relationship to the accepted injury.
- Listed below are the types of monetary benefits provided by FECA:
 - Continuation of Pay (COP)
 - Compensation for loss of wages (whether total or partial)
 - Time lost from work for medical treatment of the accepted work injury
 - Schedule award for permanent impairment



Continuation of Pay

- If an employee suffers a work related traumatic injury, they are entitled to continuation of regular pay for the period not to exceed 45 calendar days.
- COP is paid by the employing agency, not DFEC. However, the determination on entitlement to COP rests with DFEC.
- If disability exceeds the 45 days of COP, the employee must claim wage loss compensation from DFEC.



Compensation for Wage Loss

- The FECA provides that compensation for wage loss be paid at one of two rates: 66 2/3 percent of the employee's regular pay for those without dependents and 75 percent for those with one or more dependent.
 - All compensation payments are subject to a three day waiting period if the disability is less than 14 calendar days.
 - Once the disability has exceeded 14 calendar days, the employee will be compensated for the first three days. NOTE: for Postal Employees, the three waiting days are withheld from COP. For all other employees, the waiting days are withheld from compensation paid by DFEC.
- When establishing the pay rate for compensation purposes, the regulations recognize certain additional pay elements which may be included in the salary, such as night and Sunday differential, dirty work pay, hazardous duty pay, administrative uncontrollable overtime, and law enforcement availability pay. Regularly earned overtime pay, however, cannot be included.

Schedule Award

- The FECA provides for compensation for specified periods of time for the permanent loss or loss of use of certain members, organs, and functions of the body. Such loss or loss of use is known as permanent impairment. Compensation for permanent impairment is paid according to a schedule which assigns a number of days or weeks of compensation to a percentage of impairment for each scheduled member (5 U.S.C. 8107 and 20 C.F.R. 10.404).
- The medical evidence must establish that the injured worker is at maximum medical improvement (MMI) and has sustained a permanent impairment. Impairment percentages are calculated using the AMA Guides to Evaluation of Permanent Partial Impairment, 6th Edition.
- FECA precludes employees from receiving wage loss compensation and schedule award benefits concurrently for the same injury. A schedule award may be paid concurrently with wage loss from another injury, as long as they do not involve the same part of the body.

Death Benefits

- The FECA provides benefits for the survivors of a Federal employee who dies as a result of a work related injury. Widows and widowers of the decedent are eligible for wage loss compensation equal to 50 percent of the deceased employee's regular pay. A widow or widower with an eligible child is eligible for compensation equal to 45 percent of the deceased employee's pay plus an additional 15 percent for each eligible child, to a maximum not to exceed 75 percent of the deceased employee's pay.
- Up to \$800.00 will be paid for funeral expenses. If the employee dies away from his or her home, the cost of transporting the remains to the place of burial will be paid. In addition, \$200.00 will be paid in consideration of the expenses of terminating the Federal employment status of the deceased.

Death Gratuity

- The National Defense Authorization Act of 2008 amended the FECA by adding the new section 8102(a). This section establishes a new FECA benefit for the eligible survivors of federal employees and Non-Appropriated Fund Instrumentality (NAFI) employees who die of injuries incurred while serving with an Armed Force in a contingency operation.
- The death gratuity can be paid up to \$100,000 which is offset and reduced by any other death gratuity paid for the same death.

Death Gratuity

- There is a retroactive payment provision for employees of certain agencies who died on or after October 7, 2001, due to injuries incurred in connection with service with Armed Forces in the theater of operations of Operation Enduring Freedom and Operation Iraqi Freedom.
- All claims for benefits under 8102(a) will be processed by the Special Claims Unit in the Cleveland District Office.

Other Benefits – Nurse Services

- The Nurse Intervention program provides medical management of disability claims. The nurse acts as a liaison between the injured employee, the attending physician, the agency and OWCP.
- The duties of the nurse include, but are not limited to, coordinating medical care during the recovery period, and helping to facilitate a safe and timely return to work.



Other Benefits

- **Attendant Allowance** - Under the provisions set forth in 20 C.F.R. 10.314, the payment for services of an attendant may be granted in cases where it is medically documented that the injured worker requires assistance to care for personal needs such as bathing, dressing, or feeding. Such services must be provided by a licensed health care provider and are paid as a medical expense under 5 U.S.C. 8103. The services are limited to maximum amount of \$1500 per month under 5 U.S.C. 8111 and are paid directly to the provider of the services.
- **Vocational Rehabilitation** - FECA provides for OWCP directed vocational rehabilitation services to assist the injured workers in returning to the workforce in suitable employment with their employing agency or in the open labor market.

Questions

The Federal Employees' Compensation Act provides medical benefits to Federal civilian employees who are injury on the job. Each of the answers below are types of medical benefits covered under FECA except:

- a) Treatment and related services such as medication
- b) Transportation needed to secure service for treatment of accepted condition
- c) Medical Services
- d) Preventative treatment
- e) Medical Supplies

Questions

Which of the following is a monetary benefit provided by FECA?

- a) Compensation for loss of wages
- b) Continuation of Pay
- c) Compensation for time lost from work for medical treatment
- d) All of the Above

Questions

If an employee suffers a work related traumatic injury and they are entitled to COP, who pays the COP?

- a) The Office of Workers' Compensation Programs
- b) The agency the employee was working for at the time of injury

Questions

An injured Federal employee cannot receive both wage loss compensation and schedule award benefits concurrently for the same injury:

- a) True
- b) False

Take Away Tips

- 1) FECA provides several types of benefits to civilian Federal employees who sustain workplace injuries, including occupational disease, as a result of their employment with the Federal government.
- 2) FECA provides for all medical services, appliances, and supplies prescribed or recommended by qualified physicians that cure, give relief, reduce the degree or the period of disability or aid in lessening the amount of monthly compensation.
- 3) Federal employees suffering from work related disability are eligible for one or more types of wage loss compensation

Take Away Tips

- 4) If an employee suffers a work related traumatic injury, they are entitled to continuation of regular pay for the period not to exceed 45 calendar days.
- 5) The FECA provides benefits for the survivors of a Federal employee who dies as a result of a work related injury.
- 6) Other benefits provided under FECA include Nurse Intervention, Attendant Allowance, Vocational Rehabilitation.