COURSE SYLLABUS

Workers Compensation and Disability Retirement Course

Develop the knowledge and skills you need to handle claims for the Office of Workers Compensation Program (OWCP) and federal disability retirement. Understand the features of each program and help your agency process claims quickly and accurately, reduce worker compensation costs and bring injured employees back to work.

Group classes (Live Online) and onsite training are available for this course. For more information, email onsite@graduateschool.edu or visit: https://sdfm.graduateschool.edu/courses/workers-compensation-and-disability-retirement



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Course Outline

Module 1: Injury Compensation for Federal Employees

- Overview of the Federal Employees' Compensation Act (FECA)
- Types of claims: Traumatic injury, occupational disease, recurrence, and death claims
- Available benefits: medical, monetary, death, and other benefits like vocational rehabilitation
- Five basic elements of a claim: time, civil employee status, fact of injury, performance of duty, causal relationship
- Continuation of Pay (COP): eligibility, agency and employee responsibilities, controversion, and termination
- Procedures for filing occupational disease and recurrence claims
- Filing for compensation, including wage loss, leave buy-back, and schedule awards
- Filing for death benefits: eligible survivors, required documentation, and benefit amounts
- Third-party liability and subrogation process
- Initial claim development and adjudication procedures
- Initial acceptance and denial criteria
- Wage loss claims: documentation, calculations, and medical evidence requirements
- Claim rescission: reasons, procedures, and due process
- Medical benefits: choice of provider, second opinions, OWCP fee schedules, and limitations

Module 2: CSRS and FERS Disability Retirement

- Key definitions: disability, reasonable accommodation, reassignment, useful and efficient service
- Medical documentation: diagnosis, duration, and its effect on job performance
- Agency support requirements: documentation of deficiencies and efforts to accommodate
- Eligibility requirements under CSRS and FERS, including service time and filing deadlines
- Filing process: forms, application roles, time limits, and withdrawal rules

- OPM responsibilities: approval authority, appeal rights, and reconsideration process
- Terminating disability benefits due to recovery or earnings restoration
- Coordination of disability benefits with workers' compensation and survivor benefits
- Reemployment in the federal service and its impact on annuities
- Available options if annuity is terminated, including reinstatement and deferred annuities
- Computation of disability benefits under CSRS and FERS, including sample calculations