



# **POWER and Executive Order 13548 on Disability Hiring**

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# Context

- The Office Workers' Compensation Program's administers the Federal Employees' Compensation Act (FECA) - which provides all federal employees with workers' compensation benefits and return to work assistance if they are injured or become ill in the performance of duty.
- Protecting Our Workers and Ensuring Reemployment (POWER) is a 4-year, government-wide safety, health and re-employment initiative signed by President Obama on July 19, 2010. It is jointly owned by OWCP and OSHA and is closely aligned with the E.O. 13548.



# The Relationship Between FECA, POWER and the EO

- Each year, there are over 50,000 federal employees with long-term injuries/illnesses on the FECA periodic rolls - POWER sends a clear message to all federal agencies that we must find ways to bring our own people back to work after they incur an injury or sustain a disability
- This is part of our role as a **model employer** for individuals with disabilities, as well as all types of employees
- The pool of injured Federal workers can represent some of our best job candidates if given an opportunity for reemployment and the right kind of support, training, and encouragement.



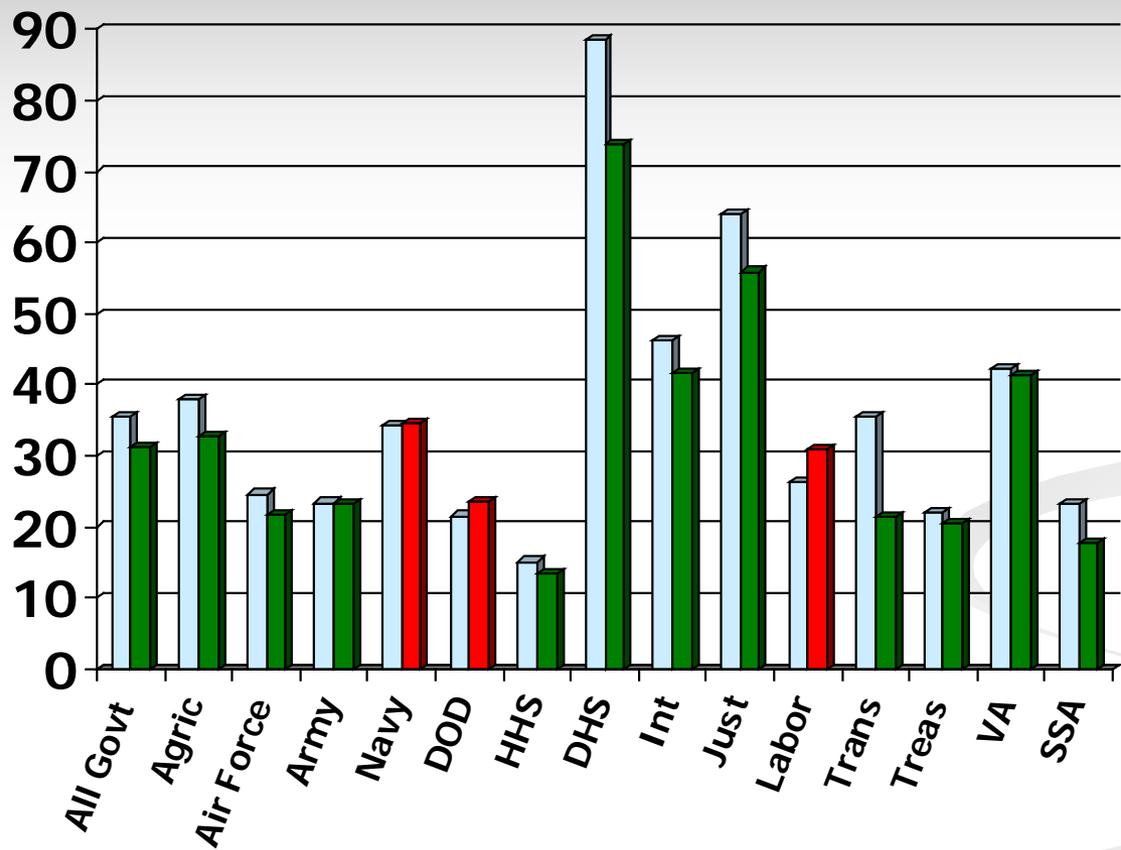
# POWER Initiative

POWER establishes 7 goals – the last of which sets specific annual RTW targets for the 14 federal agencies with the largest volume of serious injuries.

1. Total Case Rate
2. Lost Time Case Rate
3. Analysis of Lost Time Injury and Illness Data
4. Timely Filing of Workers' Comp Claims
5. Timely Filing of Wage Loss Claims
6. Lost Production Days
7. Injured Worker Return to Work Rate



# POWER Goal 6: LPD



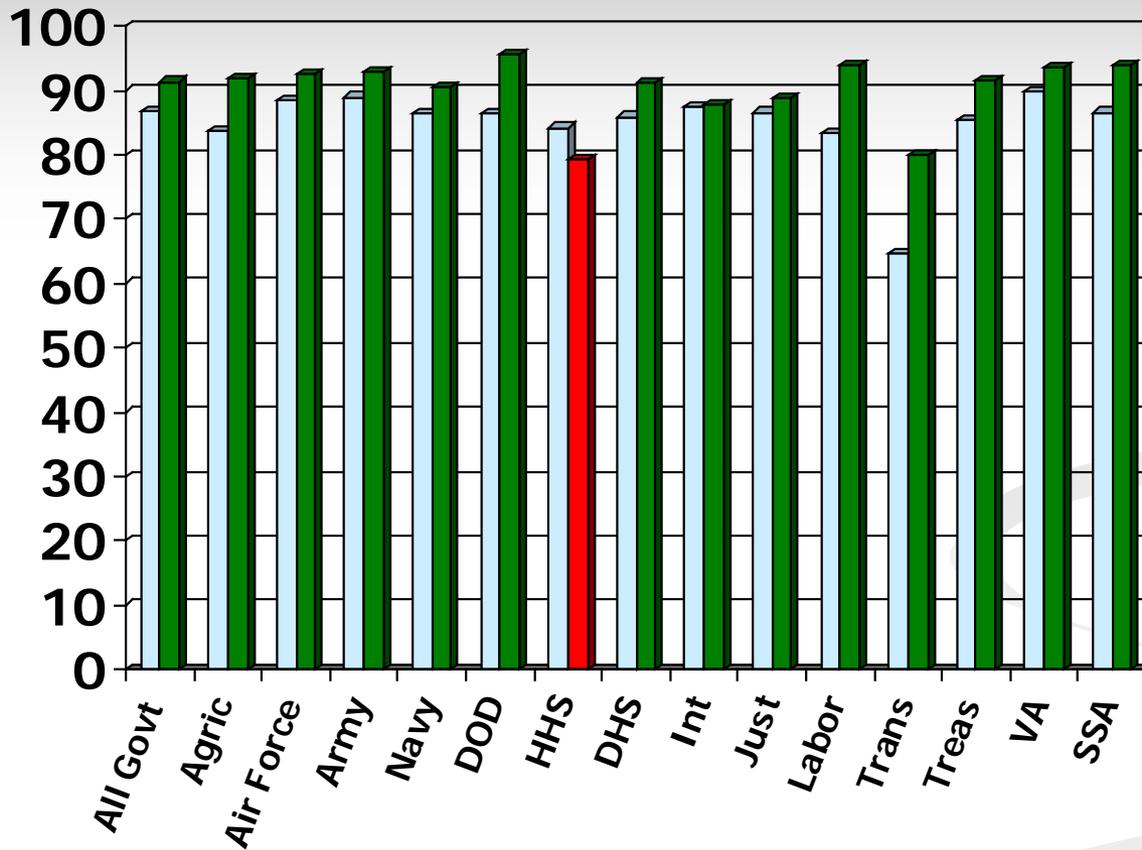
All Govt (less USPS)  
**Target: 35.4**  
**Q3 Perf: 31.1**

Target  
 Q3 Perf.

Red = Not meeting target



# POWER Goal 7: RTW



All Govt (less USPS)  
Target: 86.7%  
Q3 Perf: 91.4%



Red = Not meeting target



# OWCP's Role

- Review agency EO strategic plans
- Share innovative RTW agency strategies
- Identify promising EO\RTW candidates
- Certify FECA Claimants for Schedule A hiring
- Provide POWER RTW tracking reports
- Work with ODEP to help remove organizational, psychological and cultural barriers in disability hiring in order to make disability hiring visible, understood and routine
- Create a POWER RTW Council – a forum to discuss best practices and share ideas



# POWER Return-to-Work Council

- Comprised of senior officials that have oversight responsibility for workers' compensation at the 14 Federal agencies that are participating in the POWER initiative.
  - OPM and DOLs Office of Disability Employment Policy also have an ad hoc member.
- The purpose of the Council will be to:
  - Serve as a forum for the discussion and exchange of current and evolving ideas and best practices in the area of returning injured workers to gainful employment with their agency.
  - Review the results of analytical studies associated with return to work and share best practices from the studies.
  - Form a bridge between the workers' compensation and disability hiring personnel in their member agencies and establish a continuity of practice.



# Useful Websites and Sources

- POWER Website:
  - <http://www.dol.gov/owcp/dfec/power/>
- DFEC Home Page
  - <http://www.dol.gov/owcp/dfec/index.htm>
- Federal Agency Page
  - <http://www.dol.gov/owcp/dfec/federalagency.htm>