



Why This Matters

The Federal Employees' Compensation Act (FECA) provides wage loss compensation, medical care, and survivors' benefits to Federal and postal employees for employment related traumatic injuries and occupational diseases. Federal agencies are responsible for administering the FECA program within their agency, which includes advising employees of their FECA rights and responsibilities, processing claims, and managing compensation cases. In fiscal year 2012, U.S. Immigration and Customs Enforcement (ICE) had 2,253 cases totaling approximately \$21 million in workers' compensation related costs.

DHS Response

ICE and the Department of Homeland Security (DHS) concurred with all recommendations and provided corrective action plans for implementing the audit report recommendations.

For Further Information:

Contact our Office of Public Affairs at (202)254-4100, or email us at DHS-OIG.OfficePublicAffairs@oig.dhs.gov

ICE's Management of the Federal Employees' Compensation Act Program

What We Determined

ICE has not effectively managed its FECA program to control costs. Specifically, it has not ensured correct processing of claims and monitoring of workers' compensation cases. In addition, ICE has not implemented management controls needed to manage the program. As a result, ICE has not minimized lost workdays and related compensation costs. For example, we identified five cases in which individuals received approximately \$1 million in compensation after they were cleared to return to work. Additionally, DHS has not provided formal written guidance that establishes minimum standards for administering the FECA program in the Department and its Components.

What We Recommend

We recommended that the Acting Human Capital Officer, ICE:

1. Develop and implement policies and procedures for the effective management of workers' compensation cases that address: a) Reviewing claims for completeness, accuracy, and sufficient evidence; b) Identification of third party liability; c) Challenging questionable claims; d) Recovery of salaries for denied cases; e) Case management; f) Record keeping requirements; and g) Training for personnel with workers' compensation responsibilities.
2. Develop and implement a policy for providing light duty assignments to claimants cleared to return to work with restrictions.

We recommended that the Chief Human Capital Officer, DHS:

3. Develop and implement policies and procedures that establish DHS and Component requirements for the effective management and administration of the FECA program within the Department.