



THE ASSISTANT SECRETARY OF DEFENSE

WASHINGTON, DC 20301-1200

**MAR 26 2008**

MEMORANDUM FOR ASSISTANT SECRETARY OF THE ARMY (M&RA)  
ASSISTANT SECRETARY OF THE NAVY (M&RA)  
ASSISTANT SECRETARY OF THE AIR FORCE (M&RA)

SUBJECT: Policy for Billing for Care Furnished by Military Treatment Facilities to  
Federal Employees for On-the-Job Injuries and for Occupational Health

This memorandum clarifies our billing policy for care furnished by military treatment facilities (MTFs) to Federal employees for on-the-job injuries and for occupational health. It replaces Health Affairs Policy 97-035, Policy for Billing Occupational Health or Workers' Compensation Cases for Department of Defense Employees in MTFs.

Policy (see attached matrix):

- Bill the non-appropriated fund (NAF) instrumentality at the interagency rate for the following services furnished to a NAF employee, unless the Secretary of the Military Department responsible for the MTF concerned has designated NAF employees as eligible for care without reimbursement:
  - Occupational health – initial or follow-up care
  - On-the-job injury (workers' compensation) – initial or follow-up care
- Do not bill the Department of Defense (DoD) when furnishing occupational health care (initial or follow-up) or care for an on-the-job injury (initial or follow-up) to appropriated fund DoD employees.
- Bill all other Federal Agencies (including Coast Guard, National Oceanic and Atmospheric Administration, and the Public Health Service) at the interagency rate for all workers' compensation care for an on-the-job injury and for occupational health care furnished to a Federal employee.
- Bill an employee for non-work-related care *unless* he is also a Uniformed Services beneficiary. Bill the Coast Guard, National Oceanic and Atmospheric Administration, or the Public Health Service for services furnished to these employees. Do *not* bill the employee if he is a Military Department Uniformed Services beneficiary; collect other health insurance information, and bill in accordance with 10 United States Code 1095.

**HA POLICY: 08-002**

Discussion:

The working definition of occupational health includes:

Preventive health care, health promotion, curative health care, first aid, rehabilitation and compensation, where appropriate, as well as strategies for prompt recovery and return to work.


TRICARE's Uniform Business Office Manual defines workers' compensation as:

Expenses incurred to cover injury or illness due to a work-related accident or cumulative trauma. Workers' compensation law varies from state to state.

Appropriated fund Federal employees are governed by the Federal Employees Compensation Act. See the attached matrix for billing policy.

Non-appropriated fund employees are governed by the Longshore and Harbor Workers' Compensation Act. MTFs are legally authorized to bill non-appropriated fund instrumentalities for all workers' compensation care.

My point of contact is Lieutenant Colonel Jeanne Yoder, at (703) 681-6757, or *Jeanne.Yoder@tma.osd.mil*.

  
S. Ward Casscells, MD

Attachments:

As stated

cc:

Surgeon General of the Army

Surgeon General of the Navy

Surgeon General of the Air Force

## Billing Policy Matrix

	<b>Department of Defense (DoD) NAF Employee (Non-Uniformed Services Beneficiary)</b>	<b>DoD NAF Employee (Uniformed Services Beneficiary)</b>	<b>Appropriated Fund DoD Employee (Non-Uniformed Services Beneficiary)</b>	<b>Appropriated Fund DoD Employee (Uniformed Services Beneficiary)</b>	<b>Other Federal Agency* (Non-Uniformed Services Beneficiary)</b>	<b>Other Federal Agency (Uniformed Services Beneficiary)</b>
<b>Occupational (Occ.) Health (initial care)</b>	Bill non-appropriated fund instrumentalities (NAFIs) at interagency rate (IAR)	Bill NAFI at IAR	No bill	No bill	Bill Agency at IAR	Bill Agency at IAR
<b>Occ. Health (follow-up care)</b>	Bill NAFI at IAR	Bill NAFI at IAR	No bill	No bill	Bill Agency at IAR	Bill Agency at IAR
<b>Workers' Comp (initial care)</b>	Bill NAFI at IAR	Bill NAFI at IAR	No bill	No bill	Bill Agency at IAR	Bill Agency at IAR
<b>Workers' Comp (follow-up care)</b>	Bill NAFI at IAR	Bill NAFI at IAR	No bill	No bill	Bill Agency at IAR	Bill Agency at IAR
<b>Nonwork-related care</b>	Bill employee	Do not bill employee (collect other health insurance (OHI) information and bill accordingly)	Bill employee	Do not bill employee (collect OHI information and bill accordingly)	Bill employee	Do not bill employee (collect OHI information and bill accordingly)

\* Includes Coast Guard, National Oceanic and Atmospheric Administration, and Public Health Service

DOCUMENT MANAGEMENT DIVISION

REQUEST FOR OFFICIAL HEALTH AFFAIRS POLICY AND WEB POSTING

Subject: Policy for Billing for Care Furnished by MTFs to  
Federal Employees for On-the-job Injuries and for  
Occupational Health

Livelink: 142856, 142859

Action Office/Action Officer: MC+FS/LtCol Jeanne Yoder

Phone: 681-6757

CHIEF OF STAFF DECISION:

Upon signature, assign a Health Affairs policy number and post on the MHS Web site.

Approved: 

Disapproved: \_\_\_\_\_