



**By teaming with Workers' Compensation officials and promoting proper ergonomics, CAP assists federal employees with disabilities who have filed a claim in their return-to-work process.**

The repeated use of a computer may cause permanent damage in the form of a repetitive stress injury such as carpal tunnel syndrome; along with other “on the job” injuries. The U.S. Department of Labor estimates that over \$20 billion is spent per year on Workers' Compensation claims directly related to repetitive stress injuries.

CAP provides the appropriate accommodation equipment as well as ergonomic needs assessments to ensure a safer workplace, and allows valuable employees to remain with their agency and provide experience, loyalty and institutional knowledge. CAP also assists claimants in their return-to-work process.

**CAP assists Workers' Compensation claimants by:**

- Coordinating with Workers' Compensation officials to evaluate needs of workers compensation claimants.
- Exploring methods of retaining experienced workers who may be developing disabling conditions.
- Accepting Workers' Compensation acceptance letters as supporting medical documentation.
- Providing assistive technology accommodations that enhance productivity.
- Determining if Telework options are available.

**Examples of the ergonomic equipment CAP provides:**

- Ergonomic keyboards and alternative pointing devices
- Keyboard trays, document holders, and monitor arms
- Headsets, microphones, and amplifiers
- Word prediction software and speech recognition software

**Additional Resources:**

- DOL Office of Workers' Compensation Programs (OWCP): [www.dol.gov/owcp](http://www.dol.gov/owcp)
- DoD Civilian Personnel Management Service (CPMS): [www.cpms.osd.mil](http://www.cpms.osd.mil)
- CAP Workplace Ergonomics Quick Reference Guide: [www.tricare.mil/cap/Ergo\\_Guide/index.htm](http://www.tricare.mil/cap/Ergo_Guide/index.htm)

For more information on CAP's Workers' Compensation Initiative, please contact the CAP Office at 703.681.8813 (V), 703.681.0881 (TTY), or visit:

[www.tricare.mil/cap/Employment\\_Needs/Workers\\_Compensation.cfm](http://www.tricare.mil/cap/Employment_Needs/Workers_Compensation.cfm)