

Schedule Awards

A Schedule Award is paid by the Office of Workers' Compensation Programs (OWCP) to a federal employee who has suffered a permanent disability as the result of his/her compensable condition.

Some basic information about Schedule Awards is hereby provided:

- The name (Schedule Award) comes from the statutory "Schedule" of body parts and the payable "Award" that has been assigned to each in Title 5, United States Code, Section 8107 (c). The number of weeks of compensation assigned under the schedule represents payment for 100% loss (or loss of use of) that particular body part.
- A Schedule Award can not be filed for permanent impairment to the brain or to the spine. However, if a brain injury or spine injury results in loss of the use of a compensable body part, a Schedule Award is payable on that basis.
- Where the permanent disability is less than 100%, a medical evaluation of the percentage of impairment is calculated, and the Schedule Award entitlement is determined to be the same percentage of the established "schedule".
- The pay rate at which a Schedule Award is paid is determined by the highest of the following:
 - 1) Pay rate on the date of injury
 - 2) Pay rate on the date of first disability (loss of pay)
 - 3) Date of recurrence, provided that the recurrence occurs more than six months after a return to regular, full-time, work.

- Unlike some state compensation programs, a Schedule Award paid by OWCP does ***not*** constitute final settlement of the entire claim. Medical expenses or a new period of disability would still be payable even after the full payment of the Schedule Award.
- Before a Schedule Award can be claimed, the following must occur:
 - 1) There must be an approved OWCP claim for the part of the body that the Schedule Award claim is filed for.
 - 2) There must be medical certification that the claimant has reached “maximum medical improvement” for the claimed condition.
 - 3) The impairment must be permanent in nature.
 - 4) An impairment calculation must be performed by a physician, using the *AMA Guides to the Evaluation of Permanent Impairment* (Sixth Edition).
- A Schedule Award can be filed by using Form CA-7, using the claim number of the accepted claim for the same body part, and checking Box “d” under Section 2 of the form.
- The Form CA-7 is submitted to the Employer for completion of the Employer portion of the form. The physician’s impairment rating is not submitted to the Employer. It is submitted directly to OWCP at P.O. Box 8300, London, KY 40742-8300.
- The doctor performing the impairment rating ***must*** cite the page numbers or chart numbers from the *AMA Guides* (Sixth Edition) that were used in his/her calculations.
- If the claimant’s physician can not (or will not) calculate the impairment rating for the patient, a physician who has experience in impairment rating analysis can be found on one of the following professional association websites:

aadep.org/en/member_directory/ (American Academy of
Disability Evaluating Physicians)

abime.org/node/19 (American Board of Independent Medical
Examiners)

- Denial of a Schedule Award, or challenge to the impairment rating assigned by OWCP after review of the physician's impairment rating, is appealable under the same appeals processes that are available to claimants for any other claim denials.
- OWCP has the authority to send a claimant for a second opinion or referee opinion examination for purposes of obtaining an independent impairment rating.