

CORRECTIONAL MANAGED HEALTH CARE POLICY MANUAL	Effective Date: 3/17/2016	NUMBER: A-02.2  Page 1 of 2
	Replaces: 01/4/2012	
	Formulated: 07/96 Reviewed: 01/2023	
<b>TREATMENT OF INJURIES INCURRED IN THE LINE OF DUTY</b>		

**PURPOSE:** To establish the responsibilities of medical staff in the treatment of injuries incurred by employees in the line of duty.

**DEFINITIONS:** Emergent or Urgent Situations – For purposes of this policy, emergent or urgent situations are cases of injury *incurred in the line of duty* or sudden onset of serious illness occurring while at work in which there is a need for medical intervention and stabilization. Intervention and stabilization may require utilization of State resources (e.g. laboratory or x-ray services) for conditions including but not exclusive of broken bones, dislocations, blood sugar fluctuations, chest pain, occupational exposures, heat illness, etc.).

**POLICY:**

- I. Health care staff are responsible for providing necessary medical attention to all Texas Department of Criminal Justice (TDCJ) and Correctional Managed Health Care employees who are injured in the performance of their duties. Health care staff are required to respond to urgent and emergent situations as necessary within the scopes of their professional disciplines.
- II. Health care staff are not responsible for providing health care services and State resources are not to be used for injuries not incurred in the line of duty or for illnesses not requiring emergent or urgent intervention or stabilization. Health care staff are not responsible for providing care beyond the capabilities of the staff or the facility resources available at the time of the injury or illness. Further, health care staff may not fill employee prescriptions or provide routine laboratory and x-ray services for employees.
- III. Documentation for treatment of a TDCJ employee job related injury shall be placed on a clinic note (HSM-1) labeled “CONFIDENTIAL MEDICAL INFORMATION” and forwarded to the Unit/Facility Human Resources Representative. The Unit/Facility Human Resources Representative shall forward the clinic note to the Texas Department of Criminal Justice Office of Risk Management with a injury report packet. Any laboratory work or x-ray studies must be forwarded to the TDCJ-ID Division Director for Health Services. Clinic notes, laboratory work, or x-ray results shall not remain on the unit/facility.
- IV. All injuries incurred in the line of duty by employees of TDCJ and Correctional Managed Health Care should be initially evaluated and treated by facility health care staff. An employee has the option to refuse treatment. Refusal of treatment by the employee will be documented. Follow-up evaluation and treatment of employee injuries, if necessary, will be provided by the employee's private health care provider, with payment for those services sought either through the employee's state health insurance or, if determined eligible, through worker's compensation

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benefits.

- V. Health care staff will not provide routine or follow-up care for chronic illness that should be provided by the employee's physician. However, medical staff will respond to true medical emergencies.

Reference: Sections 494-007 (c), 507.022 (b), Texas Government Code  
ACA Performance Standard & Expected Practices 5-AC1-6E-05  
AD 06.75 Treatment of Job-Related Injuries