COLLEGE OF MICRONESIA-FSM

BOARD POLICY No. 6014

Institutional Benefits

Date Adopted: 1 April 1993

Date Revised:

Date Reviewed: 30 April 2015; 4-5 December 2025

References: Section X, 13 May 2013 Personnel Policy and Procedure Manual

Line of Duty Injury (Worker's Compensation)

The College of Micronesia-FSM provides worker's compensation for full time regular employee. Line of duty injury is defined as incapacitation for duty as a result of on-the-job injury and related medical treatment of the injury or death as the result of an on-the-job injury.

1. Pay-Status: An employee who suffers on-the-job injury will be carried on the payroll with full pay status without charge to sick leave or any other leave until the employee's personal physician certifies that the employee is fit to return to duty.

2. Treatment: An employee who is absent from duty for medical treatment of an on-the-job injury will be granted leave with pay and without charge to sick leave or any other leave.

3. Part-Time Duty: An employee who is able only to work part-time or light duty during recuperation from on-the-job injury shall receive full pay without charge to sick or any other leave for hours not worked during the recuperation period. The employee must present a statement of incapacitation for full-time duty from his personal physician in order to be eligible for pay for hours not worked.

4. Right to Refusal: Employees shall not be obliged to accept duties they deem hazardous.

Liability Insurance

COM-FSM shall provide liability insurance for all regular employees for those acts carried out within the scope of their employment.