

# Permanent Modified Duty Job Offer

*Simulated training document only — not an official or live claim file.*

## General Information

<b>Employer</b>	Evergreen Wellness Center
<b>Employee</b>	Nicole Moore
<b>Job Title</b>	Residential Counselor
<b>Claim Number</b>	25004567
<b>Date of Injury</b>	09/12/2024
<b>Offer Date</b>	05/22/2025
<b>Effective Date of Modified Duty</b>	05/25/2025

## Permanent Work Restrictions

Restriction	Description
Lifting / pushing / pulling	Avoid lifting, pushing, or pulling more than 40 lbs occasionally or more than 25 lbs frequently.
Bending / stooping / squatting	Avoid repetitive or prolonged bending, stooping, or squatting for more than one-third of the shift.
Stair climbing	Limit stair use to occasional; avoid postings requiring frequent stair climbing or resident transfers on stairs.
Physical restraints	No direct involvement in physically restraining residents except in emergent situations when no other staff are available.

## Job Modifications

Modification	Details
Primary assignment	Assigned primarily to first-floor unit to minimize stair use.
Staffing adjustments	Staffing patterns adjusted so Ms. Moore is not solely responsible for heavy physical interventions.
Breaks	Self-paced breaks permitted as needed, consistent with program operations.
Duties	Emphasis on documentation, milieu monitoring, and phone triage; restraints handled by other staff whenever feasible.

## Wage and Hours Comparison

<b>Pre-Injury Hours</b>	40 hours per week.
<b>Post-Offer Hours</b>	40 hours per week.
<b>Pre-Injury Wages</b>	Average weekly wage of \$900.00.
<b>Post-Offer Wages</b>	Maintains at least 85–100% of pre-injury wages (same base pay).

## Employee Response

<b>Timeliness of Offer</b>	Within 60 days of P&S/MMI date (04/10/2025).
<b>Employee Decision</b>	Permanent modified duty offer accepted.
<b>SJDB Voucher Status</b>	Not presently due; voucher entitlement will be reevaluated if employment status changes.