

Permanent Modified Duty Job Offer

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

General Information

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

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

Employee Response

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