



## OFFER OF EMPLOYMENT

### PERMANENT LIMITATIONS

*Vocational Rehabilitation Counselors are often involved with the development of Permanent Modified Positions.*

*We provide professional advice as well as contacting the required parties to ensure a permanent modified position meets all requirements and it's physically appropriate for the present status of the injured employee.*

*As a recommendation, a temporary modified or transitional duty position should be reviewed every 30 days, or as soon as the medical report becomes available. As for the employer, it is your responsibility to comply with the limitations set by the treating physician.*

*Before making a formal offer of employment, we will send a copy of your offer to the treating physician for his review and approval, with the objective of ensuring that your offer meets the permanent limitations set for your employee.*

#### Nevada Administrative Code; 616C.583

#### Offer of employment: light duty NRS 616A.400

1. An offer of employment at light duty to an injured employee by his employer must:
  - (a) Be in writing.
  - (b) Be mailed to both the insurer and the injured employee; and
  - (c) Include:
    - (1) The net wage to be paid to injured employee
    - (2) The hours which the injured employee will be expected to work.
    - (3) A reasonable description of the physical requirements of the employment
    - (4) A reasonable description of the duties the injured employee will be expected to perform
    - (5) A description of any fringe benefits of the employment; and
    - (6) The geographical location of the employment.

For complete information regarding permanent offer of employment for an injured employee who has permanent limitations, visit <http://www.leg.state.nv.us/NAC/NAC616C.html#NAC616C550>