

PINNACOL'S RETURN TO WORK MODIFIED DUTY PROCESS

Modified duty is a valuable tool for helping injured workers return to work safely. It involves offering temporary work assignments with adjusted tasks that accommodate their limitations while they recover. Pinnacol's Return to Work team can help you create a modified duty offer based on your business and your injured worker's needs. Two options are available when offering modified duty – verbal (informal) or written (formal).



VERBAL (INFORMAL) OFFER OF MODIFIED DUTY

A verbal offer of modified duty is a simple, fast and flexible option where the employer offers modified duty, believed to be within the injured worker's restrictions, directly to the injured worker. The start date is determined by mutual agreement, and documentation is provided by submitting payroll records to your claims representative.



WRITTEN (FORMAL) OFFER OF MODIFIED DUTY

A written offer is a more formal option where the employer offers modified duty in writing, with approval from the injured worker's medical provider. The offer outlines the modified duty tasks, start date, wage and other details.

If the injured worker declines the offer, Pinnacol may modify, terminate or suspend temporary total disability benefits per Colorado Division of Workers' Compensation Rule 6 (6-1)(A)(4).

Here are some key things to keep in mind about written offers:



The completed job offer satisfies documentation requirements to adjust wages, eliminating the need for additional payroll records.



The employer is protected to the extent of the job offer; if the injured worker doesn't accept the offer or misses time unrelated to the claim, lost-wage benefits will not compensate the injured worker for that missed time.

HAVE MORE QUESTIONS?

If you have questions about offering modified duty, call our Return to Work team at 303.361.4000.