

## COMPENSATION JUDGE

### KIND OF WORK

Highly responsible professional legal and quasi-judicial work in the field of workers' compensation.

### NATURE AND PURPOSE

An employee in this class is responsible for conducting judicial hearings, making decisions, hearing witnesses and counsel, examining briefs, interpreting law and making benefit determinations in workers' compensation matters. Decisions are subject to review only by appeal to the Workers' Compensation Court of Appeals and by the Minnesota Supreme Court by Writ of Certiorari. The employee may also recommend a rehabilitation program to injured employees for the attainment of self-support status.

EXAMPLES OF WORK (A position may not include all the work examples given, nor does the list include all that may be assigned.)

Acts as a hearings examiner in hearings on workers' compensation so that disputed claims and issues are fairly resolved by ruling on admissibility of evidence, questioning and determining credibility of witnesses, appointing neutral physicians, maintaining decorum and ruling on evidentiary and procedural matters.

Develops records so that final determinations are substantiated by insuring that proceedings are properly recorded, administering oaths and affirmations, issuing subpoenas, and receiving all relevant and competent evidence.

Makes benefit determinations so that claims and issues are settled based upon findings of fact and in accordance with workers' compensation law by finding the facts of each matter, determining the correct statutory authority for benefits requested, conducting necessary legal research or independent investigations, and issuing Findings of Fact, Conclusions of Law and an Order.

Maintains expertise in workers' compensation law, rules of evidence, and judicial procedures so that hearings are conducted fairly and statutes applied properly, and legal licensure is maintained.

### KNOWLEDGE, SKILLS AND ABILITIES REQUIRED

Knowledge of:

Judicial procedures and the rules of evidence sufficient to ensure the conduct of fair hearings and unbiased judgments.

Statute and case law of Minnesota and other states relating to workers' compensation sufficient to research and resolve disputed facts and legal issues.

Vocational rehabilitation programs throughout Minnesota sufficient to determine factual and legal issues and questions related to retraining and rehabilitation of injured employees.

Rules of Procedure of the Office of Administrative Hearings sufficient to apply them properly for cases being heard.

Medical facts and terminology sufficient to assess the physical condition or injury, determine need for and reasonableness of medical, chiropractic or other treatment, nature and extent of disability.

Ability to:

Conduct fair hearings in adversarial situations in accordance with governing laws and rules sufficient to resolve disputed facts and legal issues and arrive at logical and unbiased conclusions.

Understand, interpret and explain laws, rules and regulations.

Establish and maintain effective working relationships with members of the legal profession, the Insurance industry and the public.

Conduct legal research to determine law relative to hearings before the court.

Write clear, concise, and easily understandable orders sufficient to explain decisions for the parties involved.

Conduct hearings in conformance with Canons of Legal and Judicial Ethics and the Code of Ethics for State Employees.

LICENSURE

Admission to practice law in the State of Minnesota.

Est.: 7/67  
Rev.: 2/71; 1/94

T.C.:  
Former Title(s):