

STATE OF WISCONSIN
CLASSIFICATION SPECIFICATION

WORKER'S COMPENSATION REHABILITATION SPECIALIST

I. INTRODUCTION

A. Purpose of This Classification Specification

This classification specification is the basic authority [under Wis. Admin. Code ER 2.04] for making classification decisions relative to present and future professional positions located within the Department of Industry, Labor and Human Relations, Division of Worker's Compensation. Positions allocated to this classification oversee specialized Worker's Compensation rehabilitation services and re-employment services for industrially injured workers. This classification specification will not specifically identify every eventuality or combination of duties and responsibilities of positions that currently exist, or those that result from changing program emphasis in the future. Rather, it is designed to serve as a framework for classification decision-making in this occupational area.

B. Inclusions

This classification encompasses professional positions located within the Department of Industry, Labor and Human Relations, Worker's Compensation Division, which facilitate the return of injured workers to suitable employment through management and enforcement of performance based certifications and decertification systems for private rehabilitation providers and are responsible for the development of service delivery systems.

C. Exclusions

Excluded from this classification are the following types of positions:

1. Positions which meet the statutory definitions of supervisor and management as defined in Wis. Stats. 111.81(19) and (13) as administered and interpreted by the Wisconsin Employment Relations Commission.
2. Positions which are not located in the Department of Industry, Labor and Human Relations, Division of Worker's Compensation.
3. Positions which are, for a majority of the time, engaged in the direct provision of vocational rehabilitation counseling and are more appropriately classified as Vocational Rehabilitation Counselor.
4. Positions which are, for a majority of the time, provide consultation and coordination of vocational rehabilitation programs and services and are responsible for the development, coordination and implementation of programs in a variety of specializations and are more appropriately classified as Vocational Rehabilitation Specialist.

5. Positions which are, for a majority of the time, engaged in monitoring and maintaining claim records for disability benefits of injured workers to ensure the accuracy and timeliness of payments and are more appropriately classified as Worker's Compensation Assistant.
6. Positions which are, for a majority of the time, engaged in the provision of consultative services to employes, employers and insurance companies pertaining to the interpretation and application of the Worker's Compensation Law and are more appropriately classified as Worker's Compensation Specialist.
7. All other positions which are more appropriately identified by other classification specifications.

D. Entrance Into This Classification

Employes typically enter positions within this classification by competitive examination.

II. DEFINITION

WORKER'S COMPENSATION REHABILITATION SPECIALIST

Positions in this classification are responsible for overseeing and coordinating specialized Worker's Compensation rehabilitation services and re-employment services for industrially injured workers for the purpose of enabling them to return to former employment or other jobs. The positions perform a full range of vocational rehabilitation services facilitating the returning injured workers to suitable employment including case dispute resolution, negotiation of agreements and participation in resolution of problems in the full range of routine to complex and controversial cases. Positions are responsible for the development of service delivery systems by performing program planning and evaluation activities, analyzing and recommending program standards for monitoring private providers and approving or denying private provider certification requests. Positions in this classification oversee the enforcement of performance based certifications and decertification systems for private providers by measuring and evaluating provider performance.

III. QUALIFICATIONS

The qualifications required for these positions will be determined at the time of recruitment. Such determinations will be made based on an analysis of the goals and worker activities performed and by an identification of the education, training, work, or other life experience which would provide reasonable assurance that the knowledge and skills required upon appointment have been acquired.