AUTHORITY: Implementing Section 5-15 and 10-20 of the Illinois Administrative Procedure Act (Ill. Rev. Stat. 1991, ch. 127, pars. 1005-15 and 1005-20) [5 ILCS 100/5-15 and 100/10-20] and authorized by Section 16 of the Workers' Compensation Act (Ill. Rev. Stat. 1991, ch. 48, par. 138.16) [820 ILCS 305/16].