



Australian Government

FNSINC503 Identify situations requiring complex ethical decision making

Release: 1

FNSINC503 Identify situations requiring complex ethical decision making

Modification History

Release	Comments
Release 1	This version first released with FNS Financial Services Training Package Version 3.0.

Application

This unit describes the skills and knowledge required to identify situations requiring complex ethical decision making in a variety of industries and organisational settings.

It applies to individuals who use ethical principles and apply ethical frameworks to make decisions in workplace situations.

The skills in this unit must be applied according to commonwealth, state and territory legislation, and applicable national standards and industry codes of practice or similar instruments.

Work functions in the occupational areas where this unit may be used are subject to regulatory requirements. Refer to the FNS Financial Services Training Package Companion Volume Implementation Guide or the relevant regulator for specific guidance on regulatory requirements.

Unit Sector

Industry capability

Elements and Performance Criteria

ELEMENT	PERFORMANCE CRITERIA
<i>Elements describe the essential outcomes.</i>	<i>Performance criteria describe the performance needed to demonstrate achievement of the element.</i>
1. Identify ethical principles	1.1 Identify personal and professional ethical principles relevant to own role, and their effect on actions and behaviour in the workplace 1.2 Analyse the impact that financial rewards and other incentives may have on an individual's actions 1.3 Analyse the impact of context, group dynamics, and cognitive

ELEMENT	PERFORMANCE CRITERIA
	biases on conduct and behaviour 1.4 Analyse how psychological tendencies and decision-making biases can prevent individuals from perceiving ethical issues in the decisions that they make 1.5 Analyse the difference between ethical conduct and compliant or legal conduct
2. Apply ethical frameworks in the workplace	2.1 Identify workplace situation where complex ethical decisions are required 2.2 Source and access ethical frameworks that can be applied to workplace situation 2.3 Assess factors that may prevent application of ethical frameworks to workplace situation
3. Analyse legal and organisational protection that apply to ethical decision making	3.1 Identify legal protection for ethical actions in workplace situation 3.2 Identify organisational and industry policies and procedures for escalating ethical issues 3.3 Identify sources of advice and guidance that can be used to apply ethical frameworks in the workplace

Foundation Skills

This section describes those language, literacy and numeracy and employment skills that are essential to performance.

Skill	Description
Learning	- Investigates, evaluates and applies information from a range of complex and abstract texts to expand own knowledge - Considers the reliability of an information source against a range of criteria, e.g. author's background, intended audience and purpose - Identifies, plans and implements strategies to manage gaps in own knowledge
Reading	Sources, evaluates and critiques ideas and information from a range of complex and abstract texts
Oral communication	- Participates in verbal exchanges using active listening and questioning techniques when seeking advice and conveying information - Uses language and concepts appropriate to audience and purpose

Skill	Description
Navigate the world of work	Keeps up-to-date on changes and developments in ethical considerations and situations relating to own responsibilities, and considers their implications when negotiating, planning and undertaking work
Interact with others	Discusses volatile subject matter in a conscientious, accurate and factual manner
Get the work done	- Accepts responsibility for planning and sequencing complex tasks and workload - Monitors progress of plans in achieving agreed outcomes - Systematically gathers and analyses information and evaluates options to inform decisions about multidimensional scenarios

Unit Mapping Information

Code and title current version	Code and title previous version	Comments	Equivalence status
FNSINC503 Identify situations requiring complex ethical decision making	No previous unit.	New unit.	No equivalent unit.

Links

Companion volumes are available from VETNet. -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=c7200cc8-0566-4f04-b76f-e89fd6f102fe>

Assessment Requirements for FNSINC503 Identify situations requiring complex ethical decision making

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Performance Evidence

Evidence of the ability to:

- identify three workplace situations that require ethical decisions to be made, and:
 - analyse the ethical frameworks that apply to each situation
 - determine the legal requirements and ethical dimensions of each situation including:
 - identifying variances between legal requirements and ethical dimensions
 - evaluating the impact of variances between legal and ethical requirements on decision making
 - evaluate the factors in each situation that could inhibit ethical decision making
 - determine the legal and organisational protections available when responding to each ethical situation.

Note: If a specific volume or frequency is not stated, then evidence must be provided at least once.

Knowledge Evidence

The candidate must be able to demonstrate the following knowledge to effectively complete the tasks outlined in the elements and performance criteria of this unit, and to manage tasks and reasonably foreseeable contingencies in the context of the work role.

- Industry context in which the unit is being delivered, and common job roles in that industry
- Impact of remuneration and incentives, organisational culture and situational contexts on an individual's actions and behaviours in the workplace
- Theories of group dynamics in social psychology in relation to how people respond when confronted with an ethical situation that is inconsistent with their values
- Frameworks for ethical decision making, problem solving and policy setting
- Organisational artefacts relating to ethics, values and standards

- Key principles of industry legislation, regulations, codes, and other instruments required to perform work described in the performance evidence
- Procedures, strategies or protocols to identify and address unethical conduct
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Assessment Conditions

Assessment must be conducted in a safe environment where evidence gathered demonstrates consistent performance of typical activities experienced in the industry capability field and include access to:

- case studies representing situations of comparable context and complexity to those reasonably likely to occur in the industry
- instruments, artefacts or other objects or materials required to effectively complete the elements, performance criteria and evidence requirements of the unit.

Assessors of this unit must satisfy the assessor requirements in applicable vocational education and training legislation, frameworks and/or standards.

Links

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