



Australian Government

FNSINC503 Identify situations requiring complex ethical decision making

Release: 1

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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>