



Australian Government

Assessment Requirements for FNSINC513 Identify and apply complex ethical decision making to workplace situations

Release: 1

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Modification History

Release	Comments
Release 1	This version first released with the FNS Financial Services Training Package Version 8.0. Supersedes and is equivalent to FNSINC503 Identify situations requiring complex ethical decision making.

Performance Evidence

The candidate must demonstrate the ability to complete the tasks outlined in the elements, performance criteria and foundation skills of this unit, including evidence of the ability to:

- identify and apply ethical decisions to at least three different workplace situations.

In the course of the above, the candidate must:

- 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.

Knowledge Evidence

The candidate must be able to demonstrate knowledge to complete the tasks outlined in the elements, performance criteria and foundation skills of this unit, including knowledge of:

- industry context in which unit is applied, and the ethical decision making required in 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
- key differences between ethical conduct and compliant or legal conduct
- organisational policies and procedures relevant to ethics, values and standards
- key principles of industry legislation, regulations, codes, and other instruments required to produce the performance evidence

- procedures, strategies or protocols to identify and address unethical conduct.

Assessment Conditions

Skills in this unit must be demonstrated in a workplace or simulated environment where the conditions are typical of those in a working environment in this industry.

This includes access to:

- situations of comparable context and complexity to those reasonably likely to occur in the industry
- instruments, organisational policies and procedures, and other materials required to apply ethical decision making to workplace situations.

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

Links

Companion Volume Implementation Guide is found on VETNet -

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