



Australian Government

FNSINC513 Identify and apply complex ethical decision making to workplace situations

Release: 1

FNSINC513 Identify and apply complex ethical decision making to workplace situations

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.

Application

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

The unit 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. Users are advised to check with the relevant regulatory authorities to confirm those 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 and their impact on decision-making	1.1 Identify personal and professional ethical principles relevant to own role and analyse their effect on actions and behaviour in the workplace 1.2 Evaluate the impact that financial rewards and other incentives may have on an individual's actions

ELEMENT	PERFORMANCE CRITERIA
	1.3 Assess the impact of context, group dynamics, and cognitive biases on conduct and behaviour 1.4 Analyse role of psychological tendencies and decision-making biases in preventing individuals from perceiving ethical issues in the decisions that they make
2. Apply ethical frameworks in own role	2.1 Apply process in own work to identify situations requiring complex ethical decision making 2.2 Source and access ethical frameworks relevant to identified workplace situations, as required 2.3 Assess factors preventing application of ethical frameworks to workplace situation, as required
3. Identify and apply protections, policies and procedures that apply to ethical decision making	3.1 Interpret and apply legal protection for ethical actions in workplace situations 3.2 Interpret and apply organisational and industry policies and procedures for escalating ethical issues 3.3 Identify and engage sources of advice and guidance that can be used to apply ethical frameworks in the workplace and escalate as required

Foundation Skills

This section describes those language, literacy, numeracy and employment skills that are essential to performance but not explicit in the performance criteria.

SKILL	DESCRIPTION
Learning	- 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, including author's background, intended audience and purpose
Reading	Sources, evaluates and critiques ideas and information from a range of complex and abstract texts
Initiative and enterprise	Identifies changes and developments in ethical considerations and situations relating to own responsibilities, and considers their implications when negotiating, planning and undertaking work

Unit Mapping Information

Supersedes and is equivalent to FNSINC503 Identify situations requiring complex ethical decision making.

Links

Companion Volume Implementation Guide is found on VETNet -

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

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

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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 -

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