



Australian Government

PSPETH010 Lead and influence ethical practice in the public sector

Release: 1

PSPETH010 Lead and influence ethical practice in the public sector

Modification History

Supersedes and is not equivalent to PSPETH005 Lead and influence ethical practice in the public sector.

Application

This unit describes the performance outcomes, skills and knowledge required to provide ethical leadership and take responsibility for influencing ethical practice.

This unit applies to those working in public sector roles but may be applied to anyone working in a similar organisational context. Those undertaking this unit work autonomously and have management responsibilities. They perform sophisticated tasks in a variety of contexts.

The skills in this unit must be applied in accordance with Commonwealth and State or Territory legislation, Australian standards and industry codes of practice.

No occupational licensing, certification or specific legislative requirements apply to this unit at the time of publication.

Pre-requisite Unit

Nil

Competency Field

Ethics

Elements and Performance Criteria

ELEMENTS

Elements describe the essential outcomes

1. Model public service values.

PERFORMANCE CRITERIA

Performance criteria describe the performance needed to demonstrate achievement of the element.

- 1.1. Develop and maintain a high level of expertise in ethics and standards.
- 1.2. Interpret complex ethical matters and provide advice to resolve them.
- 1.3. Encourage reporting of suspected unethical conduct and address as needed.

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| 2. Embed ethical practice. | <ul style="list-style-type: none">2.1. Identify strengths, weaknesses and threats to ethical conduct in the organisation through analysis of state, national and international trends, and develop strategies to act on them.2.2. Analyse management and accountability structures against public sector standards and implement continuous improvement strategies.2.3. Influence the development or review of policy and processes to include and address ethical considerations.2.4. Develop and promote frameworks for ethical decision-making and policy setting.2.5. Design policies and procedures to allow individuals to report and address breaches of ethical conduct. |
| 3. Promote ethical leadership and decision making. | <ul style="list-style-type: none">3.1. Foster dialogue on organisational values and ethics.3.2. Provide leadership to empower individuals and the organisation to address ethical issues.3.3. Identify organisational patterns, trends and issues that require ethical consideration and refer for action. |

Foundation Skills

Foundation skills essential to performance are explicit in the performance criteria of this unit of competency.

Unit Mapping Information

Supersedes and is not equivalent to PSPETH005 Lead and influence ethical practice in the public sector.

Links

Companion Volume implementation guides are found in VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=bebbece7-ff48-4d2c-8876-405679019623>

Assessment Requirements for PSPETH010 Lead and influence ethical practice in the public sector

Modification History

Supersedes and is not equivalent to PSPETH005 Lead and influence ethical practice in the public sector.

Performance Evidence

Evidence of the ability to complete tasks outlined in elements and performance criteria of this unit in the context of the job role, and on at least one occasion:

- develop a framework for ethical decision-making for a work group
- analyse policies and organisational procedures for consistency with public sector ethical standards
- undertake strategic analysis leading to risk identification, mitigation and planning related to unethical practice.

Knowledge Evidence

Demonstrated knowledge required to complete the tasks outlined in elements and performance criteria of this unit:

- legislation, guidelines, standards, procedures and protocols related to ethics for work area
- role of organisational code of ethics and code of conduct
- legislation related to privacy, freedom of information, human rights, whistle blower protection
- procedures or protocols for reviewing unethical conduct claims
- state, national and international trends in the development of ethical organisations
- frameworks for ethical decision-making and policy development
- public sector ethics, values and standards
- equal employment opportunity, equity and diversity principles.

Assessment Conditions

Skills must be demonstrated in the workplace or in a simulated environment that reflects workplace conditions.

Assessment must ensure access to:

- legislation, guidelines, standards, procedures and protocols related to the application of public sector ethics in the work group
- organisational code of ethics and code of conduct
- resources and equipment of the working environment.

Assessors must satisfy the Standards for Registered Training Organisations' requirements for assessors.

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