<table>
<thead>
<tr>
<th>TSC Category</th>
<th>Ethics and Professionalism</th>
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</thead>
<tbody>
<tr>
<td>TSC</td>
<td>Professional, Legal and Ethical Healthcare Practice</td>
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<tr>
<td>TSC Description</td>
<td>Apply legal and ethical principles and professional code of conduct to uphold the integrity and reputation of the organisation and the profession</td>
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<tr>
<th>TSC Proficiency Description</th>
<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
<th>Level 4</th>
<th>Level 5</th>
<th>Level 6</th>
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<tr>
<td>HCE-PVE-2008-1.1</td>
<td>HCE-PVE-3008-1.1</td>
<td>HCE-PVE-4008-1.1</td>
<td>HCE-PVE-5008-1.1</td>
<td>HCE-PVE-6008-1.1</td>
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- **Knowledge**
  - Organisation’s code of conduct
  - Concept of accountability
  - Disciplinary measures for contravening the code of conduct
  - Principles and practices of confidentiality and rights and interests of clients, caregivers and stakeholders
  - Personal Data Protection Act
  - Organisational policies and procedures relating to legal and ethical practices
  - Guidelines and standards of regulatory bodies in the healthcare sector
  - Legal, ethical and regulatory requirements in professional practice
  - Principles of ethical and professional conduct and inclusive work practices
  - Ethical decision-making framework
  - Concept of patient advocacy in professional practice
  - Types of ethical issues and dilemmas and their impact on clients, caregivers and professionals
  - Culturally inclusive policies and practices, including communication styles and methods
  - Workplace safety and health requirements relevant to professional role
  - Risk management principles and policies
  - Types and indicators of breaches in ethical and legal practices
  - Principles and reasons underlying legislation and ethical decision-making, and ethical decision-making models for addressing ethical dilemmas
  - Personal and professional boundaries for ethical decision-making
  - Legislative and regulatory requirements relevant to the organisation
  - Implications of ethics in practice
  - Organisational policies and procedures for reviewing and reporting on governance and compliance
  - Underlying principles governing legislation and ethical decision-making
  - Hierarchy of guiding principles in resolution of ethical dilemmas
  - Appraisal and management of personal and professional boundaries in ethical decision-making
  - Legal system and legislation relevant to the organisation and the healthcare sector
  - Procedures and guidelines for benchmarking ethical practices and conducting audits and evaluations within and across organisations
  - Comparative ethical structures within the healthcare sector and an organisation’s ethical practices
  - Government policies, clinical practice guidelines, and national statutory requirements
  - International and regional professional code of conduct, standards of practices

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### Abilities

- Adhere to the organisation’s code of conduct in daily work
- Accept responsibility for own behaviour
- Recognise and report issues and misconduct
- Adhere to the Personal Data Protection Act strictly

| Abilities | Practice within professional boundaries, or in accordance to expected competencies of professional certification
| Adhere the ethical decision-making models to resolve ethical dilemma in clinical areas
| Monitor compliance to professional, ethical practices, legal and regulatory requirements of professional practice
| Maintain relevancy and currency of organisation legal and ethical operational procedures to ensure provision of safe and evidence-based care to patients
| Establish procedures to identify and address ethical problems
| Develop and implement procedures to maintain confidentiality of documentations and patient or client records
| Review professional and ethical conduct and practices of healthcare professionals
| Evaluate compliance requirements
| Disseminate changes and updates in ethical-legal requirements, professional code of conduct and standards of practice
| Maintain an environment conducive to providing ethical care
| Facilitate resolution of ethical conflicts for complex care situation
| Evaluate organisational governance, compliance, and risk management policies and procedures in relation to professional practice
| Assess changes in legislation and regulations, and benchmark ethical practices in the local and international contexts
| Design new ethical frameworks, formulating change structures and procedures
| Determine ethical and legal implications on professional practices in policy review initiatives with relevant government and healthcare networks
| Establish and monitor quality assurance procedures to ensure governance and ethical accountability
| Identify changes in ethical practices, professional guidelines, legislation, regulations and reporting requirements with reference to government initiatives for incorporations
| Foster interdisciplinary team collaborations to address ethical concerns, risks or considerations, benefits and outcomes of patient care