

**SKILLS FRAMEWORK FOR SEA TRANSPORT
TECHNICAL SKILLS AND COMPETENCIES (TSC) REFERENCE DOCUMENT**

TSC Category	Business Development					
TSC	Ethical Culture					
TSC Description	Foster strong ethical standards in accordance with the ethical principles, financial markets code of conduct, regulations and market practices					
TSC Proficiency Description	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
			STP-PVE-3004-1.1-1	STP-PVE-4004-1.1-1	STP-PVE-5004-1.1-1	
			Uphold ethical standards during performance of individual duties and responsibilities	Uphold ethical standards of the team	Foster ethical culture of the organisation and advocate ethical standards	
Knowledge			<ul style="list-style-type: none"> • Relevant ethics pronouncements • Relevant code of professional conduct and ethics • Types of threats to compliance • Ethical principles, financial markets code of conduct, regulations, and market practices 	<ul style="list-style-type: none"> • Relevant ethics pronouncements • Relevant code of professional conduct and ethics • Role of self and team in providing information about the social and environmental performance of an organisation • Ethical principles, financial markets code of conduct, and market practices 	<ul style="list-style-type: none"> • Relevant ethics pronouncements or code of professional conduct and ethics • Role of staff and business in providing information about the social and environmental performance of an organisation • Ethical principles, financial markets code of conduct, and market practices 	

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<p>Abilities</p>			<ul style="list-style-type: none"> • Demonstrate an understanding of ethical principles, financial markets code of conduct, regulations, and market practices, and how it protects the integrity of market conduct for financial market practitioners • Uphold and comply with the relevant ethics pronouncements or code of professional conduct and ethics during performance of individual duties and responsibilities • Identify threats to compliance with the principles of the relevant code of professional conduct and ethics • Resolve ethical dilemmas through understanding of ethical principles when engaging clients • Demonstrate sound judgement in applying and upholding the high ethical standards expected of practitioners when conducting financial market activities 	<ul style="list-style-type: none"> • Monitor transactions in compliance with the relevant ethics pronouncements or code of professional conduct and ethics • Apply safeguards to eliminate the identified threats or to reduce them to an acceptable level • Comply with the relevant ethics pronouncements or code of professional conduct and ethics during performance of individual duties and responsibilities 	<ul style="list-style-type: none"> • Lead and direct team in order to set the tone at the top within the organisation • Evaluate effectiveness of safeguards applied • Uphold compliance to principles of the relevant code of professional conduct and ethics • Establish standards for ethical values, attitudes and behaviours • Develop plans to negate occurrence of ethical breaches 	
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