

## Capability exemplar statements – Specialty curriculum

These statements (for each of the HLO themes) reference the behaviours that should be observable in a trainee who is meeting the expected standard at the end of each year of higher training.

HLO	Themes
1.1	<p><b>Professional relationships and professional standards</b></p> <p>Demonstrate the professional values and behaviours required of a consultant psychiatrist, with reference to Good Medical Practice, Core Values for Psychiatrists (CR204) and other relevant faculty guidance.</p>
Year	Behaviour typical of trainees meeting the expected standard
ST4	<p><b>The trainee:</b></p> <ul style="list-style-type: none"> <li>Manages time and caseload effectively, including responding to urgent matters in a timely manner</li> </ul> <p>Maintains professionalism in challenging situations, uses supervision to reflect on this and any impact on their wellbeing</p>
ST5	<p><b>The trainee:</b></p> <ul style="list-style-type: none"> <li>Manages workload effectively, balancing competing clinical and non-clinical demands, seeking support from others where required; reflects on this in supervision</li> <li>Identifies service / organisational dynamics impacting on clinical practice and discuss these in supervision</li> <li>Knows when and how to draw unprofessional behaviour to the attention of appropriate others</li> </ul>
ST6	<p><b>The trainee:</b></p> <ul style="list-style-type: none"> <li>Manages a complex caseload alongside a range of non-clinical responsibilities, employing flexibility where needed</li> <li>Identifies organisational dynamics impacting on the wider service / trust in which they work and collaborates with colleagues to work for change</li> <li>Uses appropriate strategies to address unprofessional behaviour in others, escalating concerns where necessary in a timely manner</li> </ul>

HLO		Themes			
2.1	<b>Communication</b> Demonstrate advanced communication and interpersonal skills when engaging with patients, their families, carers of all ages, their wider community, colleagues and other professionals.	2.2	<b>Clinical skills</b> Demonstrate advanced skills in the psychiatric assessment, formulation, diagnosis and person-centred holistic management of an appropriate range of presentations in a variety of clinical and non-clinical settings within General Psychiatry	2.3	<b>Complexity and uncertainty</b> Apply advanced management skills within General Psychiatry in situations of uncertainty, conflict and complexity across a wide range of clinical and non-clinical contexts.
Year	Behaviour typical of trainees working towards the expected standard	Year	Behaviour typical of trainees working towards the expected standard	Year	Behaviour typical of trainees working towards the expected standard
ST4	<b>The trainee:</b> <ul style="list-style-type: none"> <li>• Uses clear and concise communication styles, verbal and nonverbal, confidently</li> <li>• Demonstrates empathy and self-awareness</li> <li>• Is open minded and listens well to all sources of information</li> </ul>	ST4	<b>The trainee:</b> <ul style="list-style-type: none"> <li>• Practices independently with minimal supervision, in and out of hours in their placement</li> <li>• Personalises treatment plans for patients using all available psycho-bio-social resources available at the time</li> <li>• Refers patients on appropriately where required and works successfully with a variety of relevant agencies</li> </ul>	ST4	<b>The trainee:</b> <ul style="list-style-type: none"> <li>• Acknowledges uncertainties in their role in patient care, working within teams or out of hours, and works towards a resolution</li> <li>• Recognises conflicts and discusses them with the team and in supervision to resolve</li> <li>• Takes on complex tasks, works towards understanding the various ways of achieving them and does so where possible.</li> </ul>

<p><b>ST5</b></p>	<p><b>The trainee:</b></p> <ul style="list-style-type: none"> <li>• Can get their message across effectively using any method at their disposal including face to face contacts, virtual contact, letter/report writing, note keeping, emails, collaboration tools, messaging Apps, etc</li> <li>• Maintains a positive attitude with open communication styles</li> <li>• Is approachable and engages contemporaneously</li> </ul>	<p><b>ST5</b></p> <p><b>The trainee:</b></p> <ul style="list-style-type: none"> <li>• Practises independently in a variety of settings within adult psychiatry, has a good knowledge of interdependencies of systems and how to liaise with them</li> <li>• Diagnoses and treats a variety of disorders within adult psychiatry including treatment resistant schizophrenia, treatment resistant depression, navigates polypharmacy safely</li> <li>• works within legislation with the awareness of appropriate frameworks, is confident in the knowledge of physical treatments in psychiatry, consider evidence-based medicine and follows appropriate guidelines</li> <li>• works mostly within the remits of informed choice and includes relevant others in patient care alongside a multi-disciplinary team.</li> </ul>	<p><b>ST5</b></p> <p><b>The trainee:</b></p> <ul style="list-style-type: none"> <li>• Fulfils a leadership role to a good extent in supporting situations of uncertainty</li> <li>• Deals with conflicts where required and seeks support appropriately</li> <li>• Regularly supports complex patient care including polypharmacy, numerous teams being involved, differing opinions, etc.</li> </ul>
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<p><b>ST6</b></p>	<p><b>The trainee:</b></p> <ul style="list-style-type: none"> <li>• Recognises that effective communication holds people and teams together</li> <li>• Makes efforts to improve public speaking skills alongside everyday conversations that include and value people</li> <li>• Inspires confidence within their Teams and contacts with their communication skills and engagement</li> </ul>	<p><b>ST6</b></p> <p><b>The trainee consistently:</b></p> <ul style="list-style-type: none"> <li>• Works towards best care for a patient, based on an awareness of the various different services available locally, regionally and nationally</li> <li>• Shows proficiency in caring for a patient with any presentation acute/chronic in adult psychiatry in any setting in or out of hours</li> <li>• Provides a diagnosis/formulation for patients seen and drafts a treatment plan with all available resources, in conjunction with a multi-disciplinary team</li> <li>• Uses supervision and peer-review to acknowledge challenges and devises pathways for such patients.</li> </ul>	<p><b>ST6</b></p> <p><b>The trainee consistently:</b></p> <ul style="list-style-type: none"> <li>• Accepts the challenges of uncertainty and is able to navigate a care plan for patients alongside significant others involved.</li> <li>• Seeks formal and informal support/training in conflict resolution and successfully works with patients in a variety of settings and with various teams.</li> <li>• Helps support complex systems and patient care on a regular basis, is aware of how to access help and support whilst doing so</li> </ul>
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HLO	Themes		
<b>3.1</b>	<b>Knowledge of legal and organisational frameworks in your UK jurisdiction</b> Apply advanced knowledge of relevant legislative frameworks across the UK to safeguard patients and safely manage risk within all psychiatric specialties.	<b>3.2</b> <b>Working within NHS and organisational structures</b> Work effectively within the structure and organisation of the NHS, and the wider health and social care landscape.	
Year	Behaviour typical of trainees meeting the expected standard	Year	Behaviour typical of trainees meeting the expected standard
<b>ST4</b>	<b>The trainee:</b> <ul style="list-style-type: none"> <li>Starts to work autonomously within relevant legislative framework in routine clinical practice</li> <li>Completes required paperwork in compliance with expected legal standards</li> </ul>	<b>ST4</b>	<b>The trainee:</b> <ul style="list-style-type: none"> <li>Familiarises self with local structures and networks in health and social care and discusses role of psychiatrist within these</li> <li>Takes steps to build relationships with key stakeholders</li> </ul>
<b>ST5</b>	<b>The trainee:</b> <ul style="list-style-type: none"> <li>Determines the appropriate legal framework under supervision and applies it</li> <li>Completes statutory reports accurately and in compliance with expected legal standards</li> </ul>	<b>ST5</b>	<b>The trainee:</b> <ul style="list-style-type: none"> <li>Applies knowledge of NHS and organisation structures to enhance patient care locally</li> <li>Works successfully with key stakeholders across different networks / third sectors</li> <li>Understands their service within a wider context – e.g. internal and external organisational drivers / national policies</li> </ul>

<b>ST6</b>	<b>The trainee:</b> <ul style="list-style-type: none"> <li>• Advise others on appropriate use and application of appropriate statutory and legal frameworks</li> <li>• Provides evidence at legal proceedings where required</li> </ul>	<b>ST6</b>	<b>The trainee:</b> <ul style="list-style-type: none"> <li>• Shows understanding of national governance and regulatory structures and how to drive change within those</li> <li>• Begins to use performance / quality indicators / participation in committees to improve organisational effectiveness</li> <li>• Develops an understanding of the role and function of senior leaders in different organisations (e.g. by shadowing)</li> </ul>
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HLO	Theme
<b>4.1</b>	Demonstrate leadership and advocacy in mental and physical health promotion and illness prevention for patients within General Psychiatry and the wider community
Year	Behaviour typical of trainees meeting the expected standard
<b>ST4</b>	<b>The trainee:</b> <ul style="list-style-type: none"> <li>• Assesses the impact of mental health on wellbeing</li> <li>• Identifies and assesses suicide risk and coordinates care</li> <li>• Considers and responds to the responsibilities and needs of carers as they play an increasing role in healthcare provision</li> </ul>

<b>ST5</b>	<p><b>The trainee:</b></p> <ul style="list-style-type: none"> <li>• Can explain principles of public health, including population health, promoting health and wellbeing, work, nutrition, exercise and illness prevention</li> <li>• Can articulate the factors affecting health inequalities and the social determinants of health</li> <li>• Links the physical, economic and cultural environment to the impact that these can have on mental health</li> <li>• Demonstrates basic principles of person-centred care, including effective self-management, self-care and expert patient support</li> </ul>
<b>ST6</b>	<p><b>The trainee:</b></p> <ul style="list-style-type: none"> <li>• Can articulate the core principles of global health including governance, health systems and global health risks</li> <li>• Takes an advocacy role in managing, supporting, and developing the health and social care of local populations</li> </ul>

<b>HLO Themes</b>	
<b>5.1</b>	<p><b>Teamworking</b></p> <p>Demonstrate effective teamworking skills to work constructively and collaboratively within the complex health and social care systems that support people with mental disorder.</p>
<b>5.2</b>	<p><b>Leadership</b></p> <p>Demonstrate effective leadership skills to work constructively and collaboratively within the complex health and social care systems that support people with mental disorder.</p>
<b>Year</b>	<b>Behaviour typical of trainees meeting the expected standard</b>
<b>ST4</b>	<p><b>The trainee:</b></p> <ul style="list-style-type: none"> <li>• Demonstrates that they value the contributions of other professionals</li> <li>• Recognises own team dynamics and reflects on their contribution to those in supervision</li> <li>• Works effectively with other agencies in clinical practice</li> </ul>
<b>ST4</b>	<p><b>The trainee:</b></p> <ul style="list-style-type: none"> <li>• Provides clinical leadership within a shared leadership framework across routine and emergency situations</li> <li>• Seeks supervision and support around leadership decisions appropriately</li> <li>• Acts as an advocate for their patients.</li> </ul>

<b>ST5</b>	<b>The trainee:</b> <ul style="list-style-type: none"> <li>• Recognises dynamics between teams in the wider system and reflects on the impact of these on patient care</li> <li>• Maintains focus on patient, family and carer needs during complex team interactions</li> </ul>	<b>ST5</b>	<b>The trainee:</b> <ul style="list-style-type: none"> <li>• Adapts their leadership approach within different teams and in different contexts</li> <li>• Takes opportunities to deputise for a consultant, while still working under supervision</li> <li>• Acts as an advocate for their service</li> </ul>
<b>ST6</b>	<b>The trainee:</b> <ul style="list-style-type: none"> <li>• Flexes their contribution and approach within different teams</li> <li>• Works effectively across clinical and non-clinical teams</li> <li>• Assists professionals from different agencies to maintain focus on patient, family and carer needs during complex team interactions</li> </ul>	<b>ST6</b>	<b>The trainee:</b> <ul style="list-style-type: none"> <li>• Demonstrates the readiness to work independently without supervision</li> </ul>



HLO	Themes		
<b>6.1</b>	<b>Patient safety</b> Identify, promote and lead activity to improve the safety of patient care and clinical outcomes of a person with mental disorder.	<b>6.2</b> <b>Quality improvement</b> Identify, promote and lead activity to improve the quality of patient care and clinical outcomes of a person with mental disorder.	
Year	Behaviour typical of trainees meeting the expected standard	Year	Behaviour typical of trainees meeting the expected standard
<b>ST4</b>	<b>The trainee:</b> <ul style="list-style-type: none"> <li>Shows an understanding of the governance structures behind adverse incidents and patient safety-related complaints</li> <li>Recognises when to complete an adverse incident report form and is able to do so</li> </ul>	<b>ST4</b>	<b>The trainee:</b> <ul style="list-style-type: none"> <li>Identifies areas that need improvement within their team, with an awareness of different domains of quality (safe, timely, patient-centred, effective, efficient, equitable)</li> <li>Engages in a quality improvement project</li> <li>Familiarises self with quality improvement methods and tools</li> <li>Engages with service users and carers as part of quality improvement activities</li> </ul>
<b>ST5</b>	<b>The trainee:</b> <ul style="list-style-type: none"> <li>Participates in training on how to investigate adverse incidents and complaints, for example root cause analysis</li> <li>Drafts responses to adverse incidents</li> </ul>	<b>ST5</b>	<b>The trainee:</b> <ul style="list-style-type: none"> <li>Engages in quality improvement projects to address areas of need within their own service</li> <li>Seeks opportunities to capture and share learning from quality improvement work (which can include stories, blogs, videos, posters, presentations, publications)</li> <li>Able to effectively apply quality improvement methods and tools, and identify how to use different types of data for improvement</li> </ul>



<p><b>ST6 The trainee:</b></p> <ul style="list-style-type: none"> <li>• Promotes lessons learned from adverse incidents to other colleagues</li> <li>• Works with the patient safety-related / complaints department to assist with investigations and audits</li> <li>• Identifies and alerts relevant teams to shortcomings in patient safety and care</li> </ul>	<p><b>ST6 The trainee:</b></p> <ul style="list-style-type: none"> <li>• Seeks leadership roles within quality improvement projects</li> <li>• Engages and supports a range of multidisciplinary staff, service users and other stakeholders as part of a quality improvement project</li> <li>• Embraces the concept and value of quality improvement projects as a means of providing excellent patient care and promotes them where appropriate.</li> </ul>
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HLO	Theme
<b>7.1</b>	<p><b>Safeguarding</b></p> <p>Lead on the provision of psychiatric assessment and treatment of those who are identified as being vulnerable within General Psychiatry.</p> <p>Demonstrate advocacy, leadership and collaborative working around vulnerability and safeguarding in patients, their families and their wider community.</p>
<b>Year</b>	<b>Behaviour typical of trainees meeting the expected standard</b>
<b>ST4</b>	<p><b>The trainee:</b></p> <ul style="list-style-type: none"> <li>• Can identify vulnerabilities and need for safeguarding in all clinical encounters and deal with them appropriately.</li> </ul>
<b>ST5</b>	<p><b>The trainee consistently:</b></p> <ul style="list-style-type: none"> <li>• Makes appropriate use of the services and support available for safeguarding adult patients and their families to promote safe patient care.</li> </ul>
<b>ST6</b>	<p><b>The trainee consistently:</b></p> <ul style="list-style-type: none"> <li>• Works with appropriate agencies to help safeguard patients in need and supports staff and patients in understanding the system, considers confidentiality issues and deals with uncertainties well with guidance.</li> </ul>

HLO		Themes	
<b>8.1</b>	<b>Education and training</b> Promote and lead on the provision of effective education and training in clinical, academic and relevant multi-disciplinary settings.	<b>8.2</b>	<b>Supervision</b> Demonstrate effective supervision and mentoring skills as essential aspects of education to promote safe and effective learning environments.
Year	Behaviour typical of trainees meeting the expected standard	Year	Behaviour typical of trainees meeting the expected standard
<b>ST4</b>	<b>The trainee:</b> <ul style="list-style-type: none"> <li>Helps to organise their specialty training programme</li> <li>Proactively provides clinical teaching to junior colleagues and relevant others</li> <li>Takes opportunities to chair teaching sessions</li> </ul>	<b>ST4</b>	<b>The trainee:</b> <ul style="list-style-type: none"> <li>Uses supervision regularly to develop skills in clinical and non-clinical contexts (e.g. ethics, legislation, governance, teamworking)</li> <li>Demonstrates a deeper understanding of adverse events and the learning from them</li> <li>Begins to discuss the intricacies of practicing independently</li> <li>Uses supervision to plan personal development sessions and how to derive most benefit from them</li> </ul>
<b>ST5</b>	<b>The trainee:</b> <ul style="list-style-type: none"> <li>Leads on devising, planning, delivering and evaluating educational sessions</li> <li>Contributes to the academic life of the service, e.g. journal clubs / evidence-based medicine</li> <li>Seeks opportunities to develop understanding of learning theory</li> </ul>	<b>ST5</b>	<b>The trainee:</b> <ul style="list-style-type: none"> <li>Shows an understanding of the interrelationships between different teams and systems</li> <li>Uses supervision to reflect on the dynamics and effective functioning of their service / organisation</li> <li>Uses supervision to refine their personal development and identify development priorities for the final year of training</li> </ul>

<b>ST6</b>	<b>The trainee:</b> <ul style="list-style-type: none"> <li>• Acts as assessor for workplace based training and other formative and summative assessments</li> <li>• Shows proficiency in using different methods of training delivery</li> <li>• Demonstrates commitment to lifelong learning for themselves and others</li> </ul>	<b>ST6</b>	<b>The trainee:</b> <ul style="list-style-type: none"> <li>• Uses supervision to complete the transition to an independent practitioner</li> <li>• Appreciates the value of peer support and reflective practice within teams and takes steps to put networks in place for transition to consultant level</li> <li>• Provides feedback on clinical work and training delivered by other junior colleagues and team members</li> <li>• Supports and mentors colleagues, including reflecting on their practice</li> </ul>
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HLO	Theme
<b>9.1</b>	<b>Undertaking research and critical appraisal</b> Apply an up-to-date advanced knowledge of research methodology, critical appraisal and best practice guidance to clinical practice, following ethical and good governance principles.
<b>Year</b>	<b>Behaviour typical of trainees meeting the expected standard</b>
<b>ST4</b>	<b>The trainee:</b> <ul style="list-style-type: none"> <li>• Brings evidence-base regularly into clinical decisions in line with best practice</li> <li>• Plans research activity and shows evidence in supervision</li> </ul>
<b>ST5</b>	<b>The trainee:</b> <ul style="list-style-type: none"> <li>• Recognises the limit of the evidence base and is able to work safely beyond that</li> <li>• Shows progress being made in the planned research activity and shares outcomes of research</li> </ul>

<b>ST6</b>	<b>The trainee:</b> <ul style="list-style-type: none"><li>• Pursues own areas of academic interests</li><li>• Disseminates research outcomes in appropriate ways and forums</li><li>• Uses clinical research to influence MDTs and guide service development</li><li>• CAP: Shows completion of literature review</li></ul>
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