

Placement-specific personal development plan – Core Psychiatry exemplar

This exemplar provides suggestions of the ways in which capabilities can be developed and evidenced. It can be used to inform the conversation between trainee and trainer at the start of each placement / training post, in which they should agree activities and evidence as part of setting up a personal development plan.

Post Description	Forensic male medium secure
Post Length	Six months
Training Year	CT3
Career Progression Plan	
CT1	General psychiatry inpatient / assertive outreach team
CT2	Older adults / CAMHS
CT3	Forensic / medical psychotherapy
Professional Development Sessions	

The below table outlines the High Level Outcomes (HLOs) and Key Capabilities (KCs) to be achieved under 16 key themes.

Specialty HLO statements

HLO1: Demonstrate the professional values and behaviours required of a medical doctor in psychiatry, with reference to Good Medical Practice, and Core Values for Psychiatrists (CR204) and other relevant faculty guidance.			
High Level Outcomes (HLOs) and Themes	Key Capabilities (KCs): By the end of this training year, you will be able to:	Planned activities	Evidence including WPBAs
1.1 Professional Relationships	Work collaboratively with patients, families, their carers of all ages and colleagues respecting their autonomy, diversity and valuing their contribution.	•	
	Understand, recognise, validate and actively address systemic and structural inequalities, intersectionality, and their impact on clinical outcomes for patients and carers of all ages and on working relationships with colleagues.	•	
	Consistently demonstrate a person-centred holistic clinical approach to patients that is honest, empathic, compassionate, and respects their dignity while maintaining therapeutic optimism and boundaries.	<ul style="list-style-type: none"> • Undertake consultations with patients, including discussing problem behaviours and clinical progress • Later in the placement, if Mini-ACE demonstrate good general interviewing skill, practice difficult conversations maintaining boundaries and therapeutic optimism 	Mini ACE ACE Reflective notes Supervisor's report CBDs Mini-PAT

	Demonstrate flexibility, leadership, use of initiative, prioritisation, and adaptability, effectively managing your time and resources and using new technologies as appropriate.	•	
1.2 Professional Standards	Understand the impact of workload, patient and organisational dynamics on your own well-being.	•	
	Use supervision and reflection effectively recognising your skills, limitations and your duty of candour.	•	
	Develop strategies to take care of your wellbeing, seeking timely support and guidance, including acknowledging if you have a protected characteristic which might impact on your training or if you are having difficulties adapting to working in the UK.	•	
	Use the method of receiving, reflecting and responding to understand and manage the emotional impact of work on yourself, the individual and the team, including the impact of suicide and homicide.	•	
	Consistently demonstrate a positive and conscientious approach to the completion of your work.	•	
	Make clear, accurate and contemporaneous records.	<ul style="list-style-type: none"> • Make entries in clinical notes following each patient contact • Record or check minutes from multidisciplinary team meeting 	<p>CbDs Supervisor's report</p>

	Demonstrate the ability to use reflective practice during psychiatric supervision throughout core training, and through consistent attendance at a Balint group or case-based discussion group for a recommended minimum of a year.	•	
	Demonstrate an understanding of the principles of sustainability and how they underpin sustainable psychiatric practice.	•	
HLO 2.1: Demonstrate advanced communication and interpersonal skills when engaging with patients, their families, carers of all ages, their wider community, colleagues and other professionals.			
High Level Outcomes (HLOs) and Themes	Key Capabilities (KCs): By the end of this training year, you will be able to:	Planned activities	Evidence including WPBAs
2.1 Communication	Demonstrate an appropriate understanding of the ways in which you, as well as patients and others, communicate both verbally and non-verbally.	•	
	Consistently demonstrate effective communication approaches with patients and relevant others, including those with neurodevelopmental disorders making reasonable adjustments and adaptations where appropriate, including the use of new technologies.	•	
	Consistently use active listening skills and empathic language which respects the individual, removes barriers and inequalities, ensures partnership and shared decision-	•	

making and is clear, concise, non-discriminatory and non-judgemental.		
Demonstrate effective communication and shared decision making with patients, taking into consideration their ideas, values, concerns and expectations.	•	
Explain the outcome of assessment, treatment and management to patients, families, carers of all ages as well as relevant others.	<ul style="list-style-type: none"> • Lead discussions with a patient and/or a carer, explaining a specific aspect of the patient's current care and treatment • Later in the placement take responsibility for specific aspects of patient care and ensure these are explained to patients 	Mini ACE ACE Mini-PAT
Demonstrate an inclusive approach which considers all aspects of communication, language, sensory and cognitive needs, as well as the ethnic, social, and cultural, context of a patient.	•	

HLO 2.2: Demonstrate skill 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.

High Level Outcomes (HLOs) and Themes	Key Capabilities (KCs): By the end of this training year, you will be able to:	Planned activities	Evidence including WPBAs
2.2 Clinical Skills	Demonstrate an understanding of the history of psychiatry, the development of	•	

	diagnostic concepts and psychiatric treatments, as well as the profession, and the historical relationships between psychiatry and society.		
	Demonstrate an appropriate understanding of a person-centred holistic approach to mental disorders, including a knowledge of developmental, social, cultural, spiritual/religious, trauma, adversity, genetic and epigenetic risks (including resilience and vulnerability factors) and neuro-biological influences on mental disorders.	•	
	Demonstrate an in-depth understanding of human psychology, including the importance of early relationships, attachment styles, parenting, the impact of adverse childhood experiences, and traumatic events throughout life.	•	
	Demonstrate an appropriate understanding of learning and behavioural stages of human development through the lifespan including awareness of normative as well as variations in presentations, for example with neurodevelopmental conditions and across cultures.	•	
	Demonstrate an appropriate in-depth understanding of social determinants of health including the lived environment, deprivation and disadvantage and the impact these have on the aetiology and presentation of mental disorder across the lifespan.	• Discuss, with respect to a specific case, the relationship between mental disorders, criminality and socio-economic environment	CbD Reflective notes

Apply knowledge of the pharmacodynamics, pharmacokinetics, efficacy, tolerability, interactions, and short and long-term side effects of medication.	•	
Receive a full psychiatric history from and perform a Mental State Examination (MSE) on, patients within a range of mental and neurodevelopmental disorders across the lifespan, in routine, urgent and emergency situations incorporating appropriate terminology	•	
Also assess patients from a range of different cultural, spiritual, and religious backgrounds, including asylum seekers and refugees, and demonstrate an understanding of how protected characteristics may impact on clinical presentation.	•	
Assess the risk of self-harm, suicide, risk to others as well as other risks, and ensure a safety plan is in place.	•	
Receive a collateral history from a range of informants involved in patient care.	•	
Conduct a thorough physical examination, undertaking relevant physical investigations and take responsibility for acting on your findings in a timely fashion.	•	
Thoroughly assess the general health of your patients, taking into account the interplay between physical health and psychiatric	•	

needs, considering nutritional, metabolic, endocrine, and reproductive factors, and the physical impact of substance use and addiction.		
Demonstrate skills in assessing and managing patients with addictions.	•	
Demonstrate an understanding of the inherent power imbalance between doctor and patient, particularly for those with protected characteristics, which can result in barriers to clinical effectiveness.	•	
Demonstrate an understanding of individual variation and the impact of social, cultural, spiritual and religious factors, including effects of deprivation, discrimination and racism.	•	
Clearly and concisely present the history, mental state examination, diagnosis and differential diagnosis, and findings of the physical examination using appropriate classification systems to other professionals.	•	
Use an appropriate formulation framework to devise a safe, systemic, effective, collaborative and co-productive management plan to ensure continuity of care in the immediate, short and longer term.	•	

Where appropriate, safely prescribe evidence-based pharmacological treatment referring to relevant guidelines.	•	
Demonstrate an understanding of how Electro-Convulsive Therapy (ECT) and other physical treatments can be used for the treatment of mental disorders and apply this under supervision.	•	
Demonstrate appropriate psychotherapeutic capabilities through having delivered treatment in a minimum of two psychotherapeutic modalities over both short and long durations in a suitable setting, under the governance of the Medical Psychotherapy Tutor.	•	

HLO 2.3: Demonstrate an understanding of the various factors that contribute to complexity and uncertainty within psychiatric practice and the impact that they have on self, patients, carers of all ages, and colleagues.

High Level Outcomes (HLOs) and Themes	Key Capabilities (KCs): By the end of this training year, you will be able to:	Planned activities	Evidence including WPBAs
2.3 Complexity & Uncertainty	Demonstrate an understanding of unconscious processes, including transference, countertransference, projection and splitting and the impact of these on yourself and others.	<ul style="list-style-type: none"> Identify a case which has led to splitting of the clinical team, and develop a formulation to discuss in supervision. Later in the placement, use formulation to guide patient consultation 	Supervisor reports CBD Reflective notes Mini-ACE

	Review treatment and management plans of patients when the outcome is not as expected or hoped for.	•	
	Understand the limits of your clinical capabilities, seeking timely support and supervision when appropriate.	•	
	Observe, absorb, contain and reflect on complex clinical/non-clinical situations to develop a balanced response.	•	
	Manage increasing levels of uncertainty safely under supervision.	•	
HLO 3.1: Apply advanced knowledge of relevant legislative frameworks across the UK to safeguard patients.			
High Level Outcomes (HLOs) and Themes	Key Capabilities (KCs): By the end of this training year, you will be able to:	Planned activities	Evidence including WPBAs
3.1 Knowledge of legal and organisational frameworks in your UK jurisdiction	Apply knowledge of the current legislation governing the care and treatment of people with mental disorders.	<ul style="list-style-type: none"> • Read consent to treatment provisions of the relevant legislation & apply to patient care • Later in the placement, check consent to treatment when prescribing medication for mental disorder and ensure compliance with legal requirements 	Supervisor reports DONCS

	Balance the duty of care to the patient and the protection of others with the restriction of human rights when considering the use of legal powers.	•	
	Meet the requirements to apply for relevant statutory approval where appropriate.	•	
HLO 3.2: Work effectively within the structure and organisation of the NHS, and the wider health and social care landscape.			
High Level Outcomes (HLOs) and Themes	Key Capabilities (KCs): By the end of this training year, you will be able to:	Planned activities	Evidence including WPBAs
3.2 Working within NHS and organisational structures	Demonstrate working knowledge of local health and social care services, national health and care services and regulatory authorities through your interactions with them, both routinely and in unforeseen circumstances.	<ul style="list-style-type: none"> • Complete data collection for submission to commissioners • Later in placement discuss in supervision how commissioning can drive improvements in quality of care 	Supervisor report
HLO 4: Apply core knowledge of mental and physical health promotion and illness prevention for patients and the wider community.			
High Level Outcomes (HLOs) and Themes	Key Capabilities (KCs): By the end of this training year, you will be able to:	Planned activities	Evidence including WPBAs

4.1 Health promotion and illness prevention in community settings	Apply an understanding of the factors contributing to health inequalities, and the social, cultural, spiritual and religious determinants of health.	<ul style="list-style-type: none"> Read widely on health inequalities in relation to mental health services, and discuss in supervision 	CbD Reflective notes Supervisor's report
	Promote mental well-being and prevention of mental disorders within the context of societal change and social technology, identifying and challenging stigma and discrimination against people experiencing mental disorder.	<ul style="list-style-type: none"> 	
HLO 5: Apply teamworking and core leadership skills to work constructively and collaboratively within the complex health and social care systems that support people with mental disorder.			
High Level Outcomes (HLOs) and Themes	Key Capabilities (KCs): By the end of this training year, you will be able to:	Planned activities	Evidence including WPBAs
5.1 Teamworking	Demonstrate an awareness of how individual personal qualities, emotions and behaviours of both yourself and your team, impact on teamworking and the quality of patient care.	<ul style="list-style-type: none"> Learn about domain 1 of the clinical leadership competency framework and discuss in supervision Later in placement, if trainee has received good and helpful feedback from previous mini-PAT, reflect on this and identify behavioural changes that you can make at work 	Mini-PAT Reflective notes Supervisor reports
	Demonstrate a working knowledge of the roles and responsibilities of, and the interface between, multidisciplinary team members.	<ul style="list-style-type: none"> 	

5.2 Leadership	Recognise the leadership skills of others in a range of contexts.	•	
	Demonstrate the development and application of your own leadership skills.	<ul style="list-style-type: none"> • Within CPA reviews, lead discussion in the MDT about physical health management • Later in the placement, chair the MDT and reflect on experience 	Mini PAT DONCS
	Demonstrate inclusive leadership style and awareness of the impact of hierarchy and power within relationships with patients and colleagues.	•	
HLO 6: Participate in and promote activity to improve the safety and quality of patient care and clinical outcomes in your psychiatric practice of a person with mental disorder.			
High Level Outcomes (HLOs) and Themes	Key Capabilities (KCs): By the end of this training year, you will be able to:	Planned activities	Evidence including WPBAs
6.1 Patient safety	Ensure patient safety is paramount by understanding the principles and engage with the systems of clinical governance that assure safety and quality of patient care.	<ul style="list-style-type: none"> • Use the incident reporting system to report an untoward incident and reflect on this process. • Later in the placement, attend a clinical governance meeting where collated data from incident reporting is considered. 	Supervisor report Reflective notes

6.2 Quality improvement	Demonstrate an understanding of the impact on quality improvement activities in improving patient outcomes and system performance.	•	
	Undertake quality improvement activities relevant to your clinical practice.	• Contribute to the design, data collection, analysis and dissemination of a project to improve practice	Supervisor report. Project report
HLO 7: Identify patients, their families and others from the wider community who may be vulnerable and work collaboratively in safeguarding their welfare.			
High Level Outcomes (HLOs) and Themes	Key Capabilities (KCs): By the end of this training year, you will be able to:	• Planned activities	Evidence including WPBAs
7.1 Safeguarding	Demonstrate knowledge of the individual and systemic factors contributing to the vulnerabilities and safeguarding concerns in people of all ages.	•	
	Work within legislative frameworks and local procedures to raise and report safeguarding and welfare concerns in a timely manner and contribute to safeguarding processes.	• Raise concerns about welfare of your patients within the MDT. • Later in the placement, shadow an MDT member who is raising a safeguarding alert	Supervisor report Mini-PAT Reflective notes CBD
HLO 8.1: Plan and provide effective education and training in clinical, academic and relevant multi-disciplinary settings.			
High Level Outcomes	Key Capabilities (KCs):	Planned activities	Evidence including WPBAs

(HLOs) and Themes	By the end of this training year, you will be able to:		
8.1 Education & Training	Apply the principles of lifelong learning to your own learning and teaching of others, including the principles of feedback.	<ul style="list-style-type: none"> Gain feedback on a teaching session that you have delivered. Reflect on it. 	AoT Reflective notes
HLO 8.2: Demonstrate effective supervision and mentoring skills as essential aspects of education to promote safe and effective learning environments.			
High Level Outcomes (HLOs) and Themes	Key Capabilities (KCs): By the end of this training year, you will be able to:	Planned activities	Evidence including WPBAs
8.2 Supervision	Actively participate in clinical, psychiatric and educational supervision.	<ul style="list-style-type: none"> Plan use of supervision time to support professional development 	Supervisor report
	Consider how unconscious processes are managed effectively and safely to help with ongoing clinical care via supervision and reflective practice.	<ul style="list-style-type: none"> 	
HLO 9: Apply an up-to-date knowledge of research methodology, critical appraisal and best practice guidance to your clinical practice.			
High Level Outcomes (HLOs) and Themes	Key Capabilities (KCs): By the end of this training year, you will be able to:	Planned activities	Evidence including WPBAs
9.1 Undertaking research and	Demonstrate knowledge of ethical frameworks and research methodologies when carrying out or appraising research.	<ul style="list-style-type: none"> 	

critical appraisal	Discuss the differences between research, audit, and quality improvement and how these approaches can complement each other.	•	
	Critically appraise research and understand generalisability of findings to different groups in the implementation of research findings in your clinical practice.	• Prepare for and sit MRCPsych Paper B	Pass MRCPsych Paper B
	Develop or participate in a research project where relevant research support is available.	•	