

Sub-specialty Training High Level Outcomes

HLO	Domain	
Addictions Psychiatry		
1	Professional Values	Demonstrate the professional values and behaviours required of a Consultant medical doctor in Addictions Psychiatry, with reference to Good Medical Practice, Core Values for Psychiatrists (CR204).
2	Professional Skills	<p><u>Clinical and Practical Skills</u> Demonstrate advanced skills in the psychiatric assessment, formulation, diagnosis and psychological, bio-medical and social management of a range of Addiction Psychiatry presentations in a variety of clinical and non-clinical settings, and provide care to diverse populations. Recommend relevant investigations and instigate appropriate treatment for both the addiction and associated mental and physical health co-morbidities in collaboration with the patient.</p> <p>Demonstrate clinical capability in a full range of skills including physical examination, prescribing, psychosocial interventions, and administering treatments relevant within Addiction Psychiatry.</p> <p><u>Communication and Interpersonal Skills</u> Demonstrate advanced communication and interpersonal skills when interacting with patients, their families, carers of all ages, their wider community, colleagues and other stakeholders. Develop and maintain therapeutic relationships, effectively manage conflict and disagreement, write comprehensive reports and present evidence within formal settings.</p> <p><u>Complexity and Uncertainty</u> Identify, understand, and negotiate complexity and uncertainty in a wide range of clinical and non-clinical contexts. Promote and lead on person-centred care.</p>

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3	Professional Knowledge	Demonstrate an advanced knowledge of, and apply, relevant mental health and criminal justice legislation across the UK to safeguard patients and safely manage risk.
4	Health Promotion	<p>Demonstrate leadership and advocacy in mental and physical health promotion and illness prevention for patients with addictions, and their wider community.</p> <p>Demonstrate knowledge of the increased prevalence of mental and physical health co-morbidities and health inequalities experienced by people with addictions.</p>
5	Leadership & Teamworking	<p>Demonstrate effective leadership and team working skills to work constructively and collaboratively within the complex health and social care systems and with other stakeholders including criminal justice, commissioning bodies and non-statutory organisations.</p> <p>Supervise and mentor colleagues to enhance their performance and development.</p> <p>Recognise the impact of leadership across systems and manage partnerships.</p>
6	Patient Safety & QI	Identify, promote and lead activity to improve the safety and quality of patient care and clinical outcomes of a person with an addiction, within the context of their higher risks and safety concerns.
7	Safeguarding Vulnerability	<p>Identify and lead on the provision of psychiatric assessment and treatment of those who are vulnerable and apply appropriate ethical and legislative frameworks to address vulnerability.</p> <p>Demonstrate advocacy, leadership and collaborative working around vulnerability of and safeguarding procedures for, patients with addictions, their families and their wider community.</p>
8	Education & Training	<p>Promote and lead on the provision of effective education and training across a diverse range of settings including clinical, academic, public health, criminal justice and other stakeholder organisations in collaboration with patients and their wider community.</p> <p>Use feedback effectively and adopt lifelong learning.</p> <p>Demonstrate effective supervision and mentoring skills as essential aspects of education to promote safe and effective learning environments.</p>

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9	Research & Scholarship	<p>Maintain and apply knowledge of research methods, critical appraisal and best practice guidance and apply it to clinical practice.</p> <p>Disseminate up to date expert knowledge of research literature to patients and stakeholders in appropriate formats. Proactively contribute to research and innovation in Addiction Psychiatry following ethical and good governance principles.</p>
Rehabilitation Psychiatry		
1	Professional Values	<p>Demonstrate the professional values and behaviours required of a Consultant medical doctor in Rehabilitation Psychiatry, with reference to Good Medical Practice, Core Values for Psychiatrists (CR204) and other relevant faculty guidance.</p>
2	Professional Skills	<p><u>Clinical and Practical Skills</u> Demonstrate advanced skills in specialist rehabilitation psychiatric assessment, formulation and diagnosis, taking into consideration related physical health and global functioning issues in collaboration with the patient.</p> <p>Establish and deliver specialist psychological, bio-medical and social management plans for patients with severe and enduring mental illness and complex needs in a variety of clinical and non-clinical settings and the provision of care to a diverse adult population.</p> <p>Anticipates and determine the care and support needs for transition between care settings and plans accordingly.</p> <p>Demonstrate skills in facilitating social inclusion.</p> <p><u>Communication and Interpersonal Skills</u> Demonstrate advanced communication and interpersonal skills when working with patients, their families, carers of all ages, their wider community, colleagues and other professionals.</p> <p>Promote therapeutic optimism across multi-disciplinary settings to enable positive outcomes for this complex patient group.</p> <p>Develop and maintain therapeutic relationships, demonstrating advanced skills to engage individuals in care. Effectively manage conflict and disagreement, write comprehensive reports and present evidence at hearings.</p>

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		<p><u>Complexity and Uncertainty</u></p> <p>Identify, understand, and negotiate complexity and uncertainty in a wide range of clinical and non-clinical contexts. Promote and lead on person-centred care.</p>
3	Professional Knowledge	Demonstrate an advanced knowledge of, and apply, relevant mental health and criminal justice legislation across the UK to safeguard patients and safely manage risk.
4	Health Promotion	Demonstrate leadership in enabling individuals with severe and complex co-morbidities to achieve better physical and mental health, self-management skills and promote social inclusion to enable recovery.
5	Leadership & Teamworking	<p>Demonstrate effective leadership and team working skills to work constructively and collaboratively within the complex health, housing and social care systems and with other stakeholders including families and carer's, criminal justice, commissioning bodies and non-statutory organisations.</p> <p>Supervise and mentor colleagues to enhance their performance and development.</p> <p>Recognise the impact of leadership across systems and manage partnerships.</p>
6	Patient Safety & QI	Identify, promote, lead and supervise activity to improve the safety and quality of patient care and clinical outcomes for a person with severe and complex mental illness, involving patients, carers and other stakeholders where possible
7	Safeguarding Vulnerability	<p>Identify and lead on the provision of psychiatric assessment and treatment of those who are vulnerable.</p> <p>Understand and apply appropriate ethical and legislative frameworks to address vulnerability incorporating expert knowledge of mental capacity.</p> <p>Demonstrate advocacy, leadership and collaborative working around vulnerability and of safeguarding procedures, in patients with severe and complex mental illness and their families and carers.</p>
8	Education & Training	<p>Promote and lead on the provision of effective psychiatric education and training in clinical, academic and relevant multi-disciplinary settings in collaboration with patients and their wider community.</p> <p>Use feedback effectively and adopt lifelong learning.</p>

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		Demonstrate effective supervision and mentoring skills to promote safe and effective learning environments.
9	Research & Scholarship	<p>Maintain and apply knowledge of research methodology, critical appraisal and best practice guidance and apply it to your clinical practice.</p> <p>Disseminate up to date expert knowledge of research literature to patients and stakeholders in appropriate formats. Proactively contribute to research and innovation in Rehabilitation Psychiatry, following ethical and good governance principles.</p>
Liaison Psychiatry		Liaison Psychiatry
1	Professional Values	Demonstrate the professional values and behaviours required of a Consultant medical doctor in Liaison Psychiatry, with reference to Good Medical Practice, Core Values for Psychiatrists (CR204) and other relevant faculty guidance.
2	Professional Skills	<p><u>Clinical and Practical Skills</u></p> <p>Demonstrate advanced skills in psychiatric assessment, investigation, formulation and diagnosis in physical health care settings.</p> <p>Work collaboratively with patients and health care professionals to develop integrated psychological, bio-medical and social management plans for a range of mental health presentations within physical health care settings.</p> <p><u>Communication and Inter-personal skills</u></p> <p>Demonstrate advanced communication and interpersonal skills when engaging with patients in physical healthcare settings, their families, carers and healthcare professionals.</p> <p>Demonstrate an ability to communicate complex psychological, biomedical and social concepts in written communication.</p> <p>Effectively manage conflict involving patients, professionals, teams and systems.</p> <p><u>Complexity and Uncertainty</u></p> <p>Identify, understand, and negotiate complexity and uncertainty in a wide range of clinical and non-clinical contexts.</p>

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3	Professional Knowledge	<p>Demonstrate advanced knowledge of, and apply, relevant legislative frameworks across the UK to safeguard patients and safely manage risk.</p> <p>Demonstrate advanced knowledge of the structure and organisation of physical care settings across the UK. Demonstrate how interfaces between different services and organisations impact on patient care.</p>
4	Health Promotion	<p>Demonstrate leadership and advocacy in mental and physical health promotion, illness prevention and risk reduction strategies for your patients, and their wider community.</p> <p>Demonstrate advanced knowledge of how co-morbidities and physical health care settings affect outcomes for individuals and populations.</p>
5	Leadership & Teamworking	<p>Demonstrate effective leadership and team working skills to work constructively and collaboratively within the complex physical and mental health and social care systems, and with other stakeholders.</p> <p>Supervise and mentor colleagues to enhance their performance and development.</p> <p>Recognise the impact of leadership across systems and manage partnerships.</p>
6	Patient Safety & QI	<p>Identify, promote and lead activity to improve safety and quality of patient care and clinical outcomes in physical care health settings.</p>
7	Safeguarding Vulnerability	<p>Lead on the provision of psychiatric assessment and management of those who are identified as being vulnerable in physical health care settings.</p> <p>Demonstrate advocacy, leadership and collaborative working around vulnerability and use of safeguarding procedures in patients in physical health care settings.</p>
8	Education & Training	<p>Promote and lead on the provision of effective education and training in Liaison Psychiatry in a wide range of settings.</p> <p>Demonstrate effective supervision and mentoring skills as essential aspects of education to promote safe and effective learning environments.</p> <p>Promote and participate in interprofessional learning.</p>

Sub-specialty Training High Level Outcomes

9	Research & Scholarship	<p>Maintain and apply knowledge of research methodology, critical appraisal and best practice guidance and apply it to your clinical practice.</p> <p>Disseminate up to date expert knowledge of research literature to patients and stakeholders in appropriate formats. Understand research and innovation in Liaison Psychiatry following ethical and good governance principles.</p>
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