

## Placement-specific personal development plan – Medical Psychotherapy 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.

<b>Post Description</b>	Medical psychotherapy
<b>Post Length</b>	One year /– 18 months
<b>Training Year</b>	ST 5 – ST6
<b>Career Progression Plan</b>	
<b>ST4</b>	
<b>ST5</b>	
<b>ST6</b>	
<b>Professional Development Sessions</b>	
<b>ST4</b>	
<b>ST5</b>	To be agreed with TPD and Educational Supervisor
<b>ST6</b>	

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 consultant psychiatrist, 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
<b>1.1 Professional Relationships</b>	Work collaboratively with patients, families, carers of all ages and colleagues respecting their autonomy, diversity and valuing their contribution.		
	Recognise, validate and actively address systemic and structural inequalities, intersectionality, and their impact on clinical outcomes for patients and their carers of all ages and on working relationships with colleagues.	<ul style="list-style-type: none"> <li>In your psychotherapy clinical work demonstrate an understanding of how unconscious bias contributes to systemic and structural inequalities.</li> <li>Show an ability to apply the understanding of group dynamics to teams and organisations.</li> </ul>	Reflection. Case log form. DONCS Supervision notes
		<ul style="list-style-type: none"> <li>Apply systemic therapy experience with individuals and families via consultation and reflective team.</li> </ul>	Reflection. Case log form CbD DONCS Supervision notes

	Consistently demonstrate a holistic and person-centred clinical approach to patients that is honest, empathic, and respects their dignity while maintaining a hopeful, realistic, helpful and compassionate approach, which maintains appropriate boundaries.		
	Demonstrate a working knowledge of the specific ethical and legal principles which apply particularly to psychotherapeutic relationships.		
	Appreciate and take into account different sensitivities of patients to a range of information held about them, and how they are recorded and shared, particularly in relation to psychological material.	<ul style="list-style-type: none"> <li>In your psychotherapy clinical work demonstrate capabilities in undertaking an informed discussion with patient about recording and documentation of psychotherapy sessional material, boundaries of confidentiality, and what is contained in their medical records .</li> </ul>	Reflection Case log Supervision notes CbD
		<ul style="list-style-type: none"> <li>In your communications within the wider healthcare system demonstrate capability to make a professional judgment between the need to disclose/share information and what needs to remain confidential, as appropriate to managing risk and psychotherapeutic boundaries.</li> </ul>	e log form CbD Supervisor's logs Discussion in supervision

		<ul style="list-style-type: none"> <li>Complete trust mandatory training with regards to information governance.</li> </ul>	Mandatory training log
	Apply an understanding of the role of the consultant psychiatrist in medical psychotherapy in the context of the multidisciplinary team and in multiagency working.		
	Demonstrate when working with others, the ability to be flexible, lead, use initiative, be able to prioritise, and be adaptable, taking time to think and reflect in complex situations and tolerate uncertainty, including using new technologies as appropriate.	<ul style="list-style-type: none"> <li>Demonstrate a working knowledge of the complexities of recording clinical materials, such as process notes or audio and video recordings.</li> </ul>	Reflection Supervision notes
		<ul style="list-style-type: none"> <li>Display a clear understanding of how to prioritise and triage patients, taking into account complexity, risk, and emerging needs.</li> </ul>	CbD Case log form Mini-PAT
<b>1.2 Professional Standards</b>	Understand the impact of workload, patient and organisational dynamics and projective processes on your own well-being.	<ul style="list-style-type: none"> <li>Demonstrate an understanding of the emotional impact that working with disturbed states of mind may be having on oneself and one's team, by continued engagement in</li> </ul>	Discussion in Supervision Supervision notes. Portfolio reflection from personal psychotherapy

		reflective practice, supervision and personal psychotherapy.	
	Apply strategies to take care of your wellbeing, seeking timely support and guidance, including your own personal psychotherapy, 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 the emotional impact of work on the individual and team, including the impact of suicide, trauma and homicide.		
	Make clear, accurate and contemporaneous records, producing reports in a timely, accurate and appropriate way, within the limits of your expertise.		
	Demonstrate continued personal, professional and psychological development through participation in appropriate personal psychotherapy.	<ul style="list-style-type: none"> <li>Continue with personal psychotherapy, as agreed in your ST4 year, using a recognised model of psychotherapy according to decisions made in discussion with one's educational supervisor and TPD.</li> </ul>	Supervision notes Portfolio reflection from personal psychotherapy
	Consistently demonstrate a positive and conscientious approach to completion of your work.		

	Adapt to patient needs and requirements, ensuring confidentiality and balancing this against risk and sharing of information.	<ul style="list-style-type: none"> <li>Shadow a consultant and participate in a risk panel or a complex case review forum.</li> <li>Shadow a consultant and participate in an adverse event review panel dealing with suicide or homicide.</li> </ul>	Portfolio reflection Supervisors' reports.
	Maintain professional standards, and support colleagues and wider teams to maintain their standards, promoting structures to understand underlying dynamics and their impact.	<ul style="list-style-type: none"> <li>Initiate and facilitate a reflective practice group for a psychiatric team.</li> </ul>	Supervision notes Supervisor's reports Mini-Pat
	Demonstrate an understanding of the principles of sustainability and how they underpin sustainable psychiatric practice.		
<b>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.</b>			
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
<b>2.1 Communication</b>	Demonstrate highly developed listening skills with attention to the meaning of verbal, non-verbal and bodily aspects of communication, including understanding how unconscious processes affect communication, especially projective processes (e.g., splitting).	<ul style="list-style-type: none"> <li>In your psychotherapeutic clinical work demonstrate a good working knowledge of how the impact of adverse childhood experiences, past trauma, experiences of neglect, and attachment style affect present patterns of a patient's communication, and how</li> </ul>	Case-log form. Reflection. CbD Supervision notes Reflection from personal therapy.

		these may manifest within one's own emotional response to the patient or be represented in team dynamics.	
	Demonstrate timely, effective and sensitive communication and liaison with colleagues including other members of the multidisciplinary team, the patient's GP, and other primary/secondary/tertiary and third sector colleagues, acting as a consultant to wider teams where appropriate.		
	Synthesise complex information, including outcome of assessment, treatment and management plans, and communicate it in a timely and effective way, tailoring language to convey complex psychological understanding with colleagues, patients, families and carers of all ages.	<ul style="list-style-type: none"> <li>• Demonstrate skills in organising, collating, and formulating information to synthesise a holistic and multi-factorial understanding of a patient's difficulties, when processing referrals, undertaking assessments for psychotherapy, and in your psychotherapy clinical work.</li> </ul>	<p>CbD SAPA Case logs ACE Mini-ACE</p>
	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.	<ul style="list-style-type: none"> <li>• In your clinical contact with your patients keep in mind the patient's capacity to understand the language used and make reasonable adjustments to different levels of understanding.</li> </ul>	<p>CbD Supervision notes</p>
	Use communication to ensure shared, informed decision making with patients,		

taking into consideration their ideas, values, concerns and expectations.		
Recognise the limitations of assessment where language or cultural influences impact on communication and demonstrate skills in supporting those in whom English is not their first language, including the use of interpreters, providing information in other languages.	<ul style="list-style-type: none"> <li>In your psychotherapy clinical work take into account the ideas, concerns and expectations of the patient and their family, respecting their cultural identity, spirituality, belief systems and social background, and how these have influenced psychic development.</li> </ul>	Mini-ACE CbD Supervision notes.
Adapt your communication style and approach, taking into consideration communication and sensory needs, making reasonable adjustments when required.		
Establish authentic therapeutic relationships with patients while maintaining professional boundaries and consistency of care, to facilitate communication and help patients feel understood.	<ul style="list-style-type: none"> <li>In your psychotherapeutic clinical work continue to develop and deepen your understanding of working in the transference as a contemporary phenomenon to facilitate communication with patients, their families and carers.</li> </ul>	CBD SAPE Supervision Notes.
Explain the outcome of assessment, treatment and management to patients, and their families, carers of all ages as well as relevant others.	<ul style="list-style-type: none"> <li>In your psychotherapy clinical work demonstrate a knowledge of a range of psychotherapeutic interventions and</li> </ul>	SAPA CbD Mini-ACE



		treatments for individuals and families, assessing the readiness of participants to engage with therapy, and be able to articulate your decision-making process, that are in the best interests of the patient, their family and carers.	Written correspondence referenced in supervision notes
	Demonstrate timely, effective communication and liaison with colleagues including other members of the multidisciplinary team, the patient's GP, and other primary/ secondary/ tertiary and third sector colleagues, acting as an external consultant to staff teams where appropriate.		
<b>HLO 2.2: 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 Medical Psychotherapy.</b>			
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
<b>2.2 Clinical Skills</b>	Demonstrate advanced knowledge of the theoretical underpinnings of the major psychotherapeutic treatment modalities and the psychological understanding of mental disorder and the development of the mind.	<ul style="list-style-type: none"> <li>Consolidate your theoretical knowledge through continued attendance at academic training attached to your training programme.</li> <li>In addition to your three modalities of psychotherapy undertaken in training, continue to develop a</li> </ul>	Supervision notes Feedback from course supervisors Course attendance certificates

		knowledge of the range of psychological therapies offered within the NHS and other healthcare settings.	
	Demonstrate an advanced understanding of mental disorders and how cognitive-behavioural, psychodynamic, systemic and other psychotherapeutic approaches may be applied in clinical practice across the full range of these disorders.		
	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 advanced understanding of the psychological effects of acute and chronic physical illness on emotional life and interpersonal relationships.		
	<p>Demonstrate a specialist understanding of the relative contributions of the factors below in formulation and differential diagnosis:</p> <ul style="list-style-type: none"> <li>• emotional, cognitive, and behavioural developmental processes and transitions across the lifespan</li> <li>• the integration of biological vulnerability with attachment relationships, adverse childhood experiences, the impact of loss, and trauma</li> <li>• understand developmental pathways of personality disorder</li> </ul>		

<p>Demonstrate advanced knowledge of the theory, technique and application of a recognised major modality (cognitive behavioural, psychodynamic, systemic) of psychotherapy, and capability in the theory and technique of two additional major modalities of psychotherapy.</p>	<ul style="list-style-type: none"> <li>Consolidate your knowledge through continued clinical practice under supervision, reflection, and personal therapy. This would be in your major recognised psychotherapeutic modality, working towards a level of expertise, and therapeutic competence in at least two other modalities.</li> </ul>	<p>CbD SAPE PACE Supervision notes and feedback</p>
<p>Demonstrate advanced psychotherapeutic skills across a broad range of clinical conditions, within a range of clinical settings.</p>		
<p>Establish a comprehensive psychotherapeutic assessment, taking into account the biological, social, cultural and spiritual factors of the patient, clarifying key issues, treatment needs, referrals to other services and assessment of patients presenting with personality disorder or problematic personality traits.</p>	<ul style="list-style-type: none"> <li>Undertake clinical consultation assessments for psychotherapeutic interventions.</li> </ul>	<p>CBD SAPA Supervision notes</p>
<p>Promote psychological and psychotherapeutic understanding of mental disorder; complex psychiatric presentations; and factors that predispose to and maintain psychiatric breakdown including the impact upon staff, towards improving case formulation and patient care.</p>		

<p>Assess the general health of patients, taking into account the impact of their physical health on their mental health needs and vice versa. This assessment should include consideration of nutritional, metabolic, endocrine and reproductive factors and disorders, and the physical and mental impact of substance use and addiction on clinical presentation.</p>		
<p>Assess patients from a range of different cultural, spiritual, and religious backgrounds and demonstrate understanding of how those with protected characteristics, including asylum seekers and refugees, may impact on clinical presentation.</p>		
<p>Elicit information required for each component of a psychiatric history and psychological formulation and be able to gather this information, identifying and seeking to understand the underlying psychopathology.</p>		
<p>Assess and evaluate the impact of a patient's current social situation, motivation and readiness to receive treatment and psychological defences, balancing the benefits and potential harms of psychological treatments and factors affecting the appropriate choice of psychotherapy, making use of available resources.</p>	<ul style="list-style-type: none"> <li>• Be able to assess patients and engage them in jointly making a beneficial decision regarding the most appropriate psychotherapeutic treatment for the patient's individual needs, based on a comprehensive formulation and discussion with the patient, including outlining</li> </ul>	<p>CbD Mini-ACE ACE SAPA</p>

	potential side-effects and risks involved.	
Offer psychiatric and psychotherapeutic expertise to other practitioners, in order to enhance the clinical understanding, management of complex presentations, under the care of a range of health and social care teams.	<ul style="list-style-type: none"> <li>Explore opportunities with your supervisors to offer psychotherapeutic expertise to inpatient and outpatient teams such as, CMHT, Eating Disorders, Early Intervention in Psychosis (EIS/EIP).</li> </ul>	Supervision notes referencing written correspondence
Establish a person-centred holistic formulation which is well-evidenced, coherent and person-centred, and use this as the basis for appropriate recommendation for treatment in each of the major psychotherapeutic modalities or other appropriate interventions.	<ul style="list-style-type: none"> <li>In your psychotherapy clinical work and consultation assessments develop advanced skills in formulation that are demonstrated in written and verbal communications, which can also be tailored to be utilised within wider mental health settings.</li> </ul>	SAPA CBD
Conduct a range of individual, group and family therapies using standard accepted models.		
Lead the triage and discussion of referrals for psychotherapeutic and psychological treatments, taking into account the clinical complexity and the organisational context in which you are working.		
Use formulation to devise a safe, effective, collaborative and co-productive management		

	plan to ensure continuity of care in the immediate, short and longer term.		
	Lead on the delivery of a comprehensive psychological treatment plan including evidence-based psychological therapies for personality disorder.		
	Demonstrate an understanding of how physical treatments can be used for the treatment of mental disorders and apply this under supervision.		
<b>HLO 2.3: Apply advanced management skills within Medical Psychotherapy in situations of uncertainty, conflict and complexity across a wide range of clinical and non-clinical contexts.</b>			
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
<b>2.3 Complexity &amp; Uncertainty</b>	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"> <li>Participate in opportunities for reflective practice that explore and reveal unconscious dynamics within a team, and between teams, increasing your understanding and developing your capabilities.</li> </ul>	CbD Reflection Supervision notes
	Demonstrate advanced psychotherapeutic assessment and treatment skills when working with complex and multiple comorbid presentations.		

Effectively use advanced communication, including use of technology, where appropriate and necessary, taking into account limitations, complexities and demands of this on psychotherapeutic practice and complex dynamics, including establishing and maintaining appropriate boundaries, managing challenges.		
Provide psychotherapeutic understanding, strategies and support for the impact of suicide and anxiety about risk, the impact of this on teams, and all those around the patient, and how it affects clinical management.		
Demonstrate expertise in understanding the underlying factors in crisis presentations, taking into account the patient's developmental history and individual vulnerabilities, to formulate urgent care plans.		
Assess, liaise and provide psychotherapeutic advice on the clinical management of patients with mental disorders, including personality disorder, in high risk situations.		
Provide a psychotherapeutic perspective on risk, encompassing unconscious projective processes and splitting, using specialist psychotherapeutic knowledge and skills to inform assessment of risk.		
Apply an understanding of organisational dynamics to enhance the capacity of the	<ul style="list-style-type: none"> <li>Attend a trust board meeting to gain an improved understanding of power and authority in an</li> </ul>	Case log form DONCS CBD

organisation to contain anxiety and manage risk and clinical complexity.	organisation and how they impact on the dynamics and functioning of the organisation to fulfil its primary task.	Supervision notes Reflection from peer group
	<ul style="list-style-type: none"> <li>Attend transformational agenda meeting to better understand organisational anxieties that drive change and about change.</li> </ul>	Reflection Supervision notes
Assess suitability of, and where appropriate provide, psychotherapeutic intervention in the aftermath of an emergency.		
Identify psychopathology in all clinical situations, including those that are urgent and/or complex.		
Work systemically with complex relationships and family dynamics which impact on mental health.	<ul style="list-style-type: none"> <li>In your consultation and liaison with mental health teams show an ability to apply the understanding of group dynamics to teams and organisations.</li> <li>Apply systemic therapy experience with individuals and families via consultation and reflective team.</li> </ul>	Reflection Case log form DONCS Supervision notes
	<ul style="list-style-type: none"> <li>Undertake leadership course</li> </ul>	Reflection Certificate of attendance



		<ul style="list-style-type: none"> <li>Attend an organisational dynamics course</li> </ul>	<p>Reflection Certificate of attendance</p>
		<ul style="list-style-type: none"> <li>Shadow a consultant and participate in a risk panel or a complex case review forum</li> </ul>	<p>Reflection DONCS CbD</p>
		<ul style="list-style-type: none"> <li>Shadow a consultant and participate in an adverse event review panel dealing with suicide or homicide.</li> </ul>	<p>Reflection DONCS CbD</p>
<b>HLO 3.1: Apply advanced knowledge of relevant legislative frameworks across the UK to safeguard patients and safely manage risk within Medical Psychotherapy.</b>			
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
<b>3.1 Knowledge of legal and organisational frameworks in your UK jurisdiction</b>	Demonstrate advanced awareness of specialist aspects of the law applied to psychotherapy and legal and ethical limits to confidentiality, including the situations, principles and frameworks for disclosure of confidential information.		
	Apply national and local guidance and developments in relation to the provision of psychological therapy services.		
	Balance the duty of care to the patient and the protection of others taking into consideration human rights legislation, the patients' self-empowerment, and potential impact on patients' commitment to	<ul style="list-style-type: none"> <li>In your psychotherapy clinical work demonstrate an understanding of the boundaries of confidentiality within a</li> </ul>	<p>Reflection Supervision notes</p>

	therapeutic relationships when considering the use of legal powers.	psychotherapeutic setting, balancing risk to self and others.	
	Apply knowledge of how healthcare governance and policy influences patient care, research and educational activities at a local, regional and national level.		
	Demonstrate an advanced understanding of the impact of political and social factors on patient care, organisational dynamics and anxiety.		
	Apply the legal and ethical requirements and duties in providing psychotherapy and in relation to psychotherapeutic relationships.		
	Use the relevant mental health legislation, including the use of emergency powers and compulsory treatment where appropriate.		
	Develop and adopt clinical guidelines and integrated care pathways.		
	Assess patients for the purposes of preparing and delivering medico-legal reports.		
	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
<b>3.2 Working within NHS and organisational structures</b>	Apply an advanced understanding of the structures of NHS and social care services, including psychological therapy services and regulatory authorities, and demonstrate ability to work within their requirements, including understanding how services are funded and organised, organisational policy, dynamics and practice across the healthcare sector.		
	Apply an advanced understanding of organisational policy, dynamics and practice at a national and local level in the wider health and social care system.		
	Demonstrate an advanced understanding of the requirements of outside agencies for reports that are timely, accurate and appropriate.		
HLO 4: Demonstrate leadership and advocacy in mental and physical health promotion and illness prevention for patients within Medical Psychotherapy 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

<b>4.1 Health promotion and illness prevention in community settings</b>	Promote a psychological understanding of well-being, and how this can contribute to the prevention of Mental Disorders, including an understanding of the interrelationship between the body and mind.	<ul style="list-style-type: none"> <li>Provide a psychoeducational seminar for parents, carers, and the wider community, about a psychological understanding of mental health and disorder.</li> </ul>	Feedback from seminar
	Engage with your wider community around health promotion and illness prevention, addressing health inequalities, and the social, cultural, spiritual and religious determinants of health.		
	Lead, advocate and educate health and non-health professionals in health promotion and illness prevention.		

**HLO 5: Demonstrate effective teamworking and 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
<b>5.1 Teamworking</b>	Demonstrate an advanced understanding of group and interpersonal dynamics, including individual personal qualities and emotions, and use these to formulate unconscious, conscious and systemic contributors to interactions within and between teams.	<ul style="list-style-type: none"> <li>Develop observational skills in recognising where unaddressed conflict is contributing to dysfunctions in service delivery and effective provision of care.</li> <li>Invite feedback from colleagues and supervisors and be able to use it effectively to constructively improve teamworking.</li> </ul>	Mini-PAT Reflection Supervisor's notes

	Demonstrate how skills have been gained through training in organisational and interpersonal dynamics, as well as through your own therapy.	<ul style="list-style-type: none"> <li>Attend an experiential group or organisational dynamics experiential course.</li> </ul>	Evidence of Course attendance
	Apply an advanced working knowledge of the roles and responsibilities of, and the interface between, multidisciplinary team members.		
	Demonstrate open mindedness and encourage dialogue, recognising the importance of different/divergent perspectives and utilise team feedback.		
<b>5.2 Leadership</b>	Recognise and appraise the leadership skills of others in various contexts.		
	Demonstrate the development and application of your own leadership skills in a variety of clinical and non-clinical settings.	<ul style="list-style-type: none"> <li>Chair a MDT psychotherapy meeting.</li> </ul>	Meeting minutes DONCS Mini-PAT
		<ul style="list-style-type: none"> <li>Co-ordinate and take leadership for referrals and liaise with referrers.</li> </ul>	Supervisor's notes Mini-PAT
		<ul style="list-style-type: none"> <li>Contribute to the organisation of psychotherapy service delivery.</li> </ul>	Evidence from Audit / QIP
		<ul style="list-style-type: none"> <li>Visit different services to experience different models of psychotherapeutic service delivery.</li> </ul>	Reflection

	Demonstrate inclusive leadership style and awareness of the impact of hierarchy and power within relationships with patients and colleagues.		
	Demonstrate an understanding of how your own leadership style and approach impact on others, adapting your approach to meet the needs of the team.		
	Lead, take charge, and offer opinions and direction.		
	Support colleagues to enhance their performance and support their development.		
	Provide clinical supervision to colleagues at all times.	<ul style="list-style-type: none"> <li>Develop knowledge and demonstrate capabilities in providing clinical psychotherapy supervision to junior colleagues.</li> </ul>	<p>Mini-PAT</p> <p>Feedback from supervisees</p>
	Competently manage and lead a team/service, providing consultation and specialist advice to team members and other agencies.		
	Critically appraise the performance of colleagues and to escalate concerns where appropriate.		

**HLO 6: Identify, promote and lead activity to improve the safety and quality of patient care and clinical outcomes 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
<b>6.1 Patient safety</b>	Demonstrate a comprehensive psychotherapeutic understanding and perspective on risk.		
	Demonstrate an advanced knowledge of methods to obtain feedback from patients, the public, staff and other interested groups.		
	Undertake reviews of a critical incident with sensitivity to the needs and standpoints of all participants.		
	Apply the principles of empathic understanding and a psychologically minded approach to risk assessment and management.		
<b>6.2 Quality improvement</b>	Apply an understanding of the impact of quality improvement activities in improving patient outcomes and system performance.	<ul style="list-style-type: none"> <li>Undertake a quality improvement project, potentially linked to audit (e.g., access, provision and delivery of NHS psychotherapy services).</li> </ul>	<p>Notes from discussion with QIP supervisor.</p> <p>Report on QIP, outcomes</p>
	Lead on quality improvement activities relevant to your clinical practice, including supervising others.	<ul style="list-style-type: none"> <li>Take opportunities to disseminate or present findings of the QI project, including at local teaching, conference and publications.</li> </ul>	<p>Reflection</p> <p>DONCS</p> <p>AOT</p>

	Disseminate findings from quality improvement activities, implement and manage relevant change.	<ul style="list-style-type: none"> <li>Engage in supervision of supervision</li> </ul>	Reflection Mini-PAT
<b>HLO 7: Lead on the provision of psychiatric assessment and treatment for vulnerable patients accessing or using psychotherapy services.</b> <b>Demonstrate advocacy, leadership and collaborative working around vulnerability and safeguarding in patients, their families and their wider community.</b>			
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
<b>7.1 Safeguarding</b>	Apply knowledge of individual and systemic factors contributing to vulnerabilities and safeguarding concerns in people of all ages.		
	Apply safeguarding frameworks within which identified risks can be managed, and legal considerations for taking appropriate actions when children or vulnerable adults may be at risk.	<ul style="list-style-type: none"> <li>Through your psychotherapy experience, demonstrate a developing awareness of the impact of trauma on individuals and, in particular, vulnerable groups, and its enduring effects on patient vulnerabilities and the interface with safeguarding and the boundaries of confidentiality</li> <li>Through your psychotherapy experience demonstrate an in-depth working knowledge of mandatory reporting, disclosure, and when it is</li> </ul>	CbD Portfolio Case log Discussion in supervision.



		necessary to raise and act on safeguarding concerns.	
	Manage risk to patients, families, carers of all ages, staff and members of the public.		
<b>HLO 8.1: Promote and lead on the provision of effective education and training in clinical, academic and relevant multi-disciplinary settings.</b>			
<b>High Level Outcomes (HLOs) and Themes</b>	<b>Key Capabilities (KCs): By the end of this training year, you will be able to:</b>	<b>Planned activities</b>	<b>Evidence including WPBAs</b>
<b>8.1 Education &amp; Training</b>	Understand the principles of lifelong learning, undertaking opportunities for continuing professional development as a doctor, psychiatrist and psychotherapist.	<ul style="list-style-type: none"> <li>Continue to participate in academic programmes for your higher training.</li> <li>Consider specific psychotherapeutic skills-based courses to increase therapeutic capabilities.</li> </ul>	<p>Course attendance / completion certificates</p> <p>Feedback from course tutors</p>
	Apply understanding of the principles and methods of learning, education, teaching, training and feedback in a variety of clinical and non-clinical settings, adapting as appropriate to the target audience in a timely and constructive manner.	<ul style="list-style-type: none"> <li>Learn, through locally available courses, the principles of education, teaching, and training.</li> </ul>	<p>Course attendance / completion certificates</p> <p>Reflection</p>
		<ul style="list-style-type: none"> <li>Participate in delivering teaching about psychotherapy (e.g. psychotherapy practice and</li> </ul>	AOT

		research on MRCPsych course).	
	Adapt teaching or training to the needs of particular learners e.g., medical students, colleagues from other professions and specialties, including primary care.		
	Lead in developing training activities that promote the specialty of medical psychotherapy and its contribution to psychiatry.		
<b>HLO 8.2: Demonstrate effective supervision and mentoring skills as essential aspects of education to promote safe and effective learning environments.</b>			
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
<b>8.2 Supervision</b>	Actively take part in clinical, psychiatric and educational supervision; demonstrate effective supervision and mentoring skills and promote safe and effective learning environments.		
	Demonstrate experience and expertise in providing clinical supervision in psychotherapy.	<ul style="list-style-type: none"> <li>Participate in supervision of junior psychiatric colleagues and non-medical colleagues (e.g., in a Balint group setting or individually).</li> </ul>	Feedback from supervisees Mini-PAT

	Provide safe and effective clinical supervision in emergency and non-emergency situations and settings.		
	Demonstrate the professional qualities of an effective trainer; be able to teach and guide individuals and groups.		
	Use supervision and reflection effectively, developing therapeutic and reflective skills and technique within a modality, recognising your limitations.		
	Conduct appraisal effectively and at the appropriate time.		
<b>HLO 9: Apply an up-to-date knowledge of research methodology, critical appraisal and best practice guidance to clinical practice, following ethical and good governance principles.</b>			
<b>High Level Outcomes (HLOs) and Themes</b>	<b>Key Capabilities (KCs): By the end of this training year, you will be able to:</b>	<b>Planned activities</b>	<b>Evidence including WPBAs</b>
<b>9.1 Undertaking research and critical appraisal</b>	Critically evaluate data, papers, reviews, and meta-analyses and implement findings in daily clinical practice.	<ul style="list-style-type: none"> <li>Participate in journal clubs, presenting and critiquing quantitative and qualitative research papers in psychotherapy to deepen understanding of strengths and weaknesses of research methodologies in psychotherapy.</li> </ul>	AOT JCP Presentations
	Translate research into local clinical practice and disseminate critical appraisal findings to wider communities.	<ul style="list-style-type: none"> <li>Develop skills of implementation through delivering evidence-based psychotherapies (e.g., psychodynamic psychotherapy,</li> </ul>	CbD SAPE Reflection

		MBT, DBT etc) and learning from practice-based evidence	
	Apply knowledge of up-to-date appropriate statistical methods.		
	Demonstrate proficiency in the use of objective evidence-based clinical assessment instruments.		
	Work within ethical frameworks when carrying out or appraising research.		
	Apply the principles of Research Study Protocols where available.	<ul style="list-style-type: none"> <li>Consider participating in ongoing research project or develop own proposal.</li> </ul>	Discussion in supervision and/or with research supervisor.
	Demonstrate practical contribution to an ethically approved research study where relevant research support is available.		