

Speciality Psychiatry Training High Level Outcomes

HLO	Domain	
Adult Psychiatry		
1	Professional Values	Demonstrate the professional values and behaviours required of a Consultant medical doctor in Adult Psychiatry, with reference to Good Medical Practice, Core Values for Psychiatrists (CR204) (<i>See Appendix 1</i>) and other relevant RCPsych guidance.
2	Professional Skills	<p><u>Clinical and Practical Skills</u> Demonstrate advanced skills in adult psychiatric assessment, formulation and diagnosis, taking into consideration related physical health issues in collaboration with the patient.</p> <p>Establish and deliver psychological, bio-medical and social management plans for a range of mental health disorders in a variety of clinical and non-clinical settings and the provision of care to a diverse adult population.</p> <p><u>Communication and Interpersonal Skills</u> Demonstrate advanced communication and interpersonal skills when engaging with patients, their families, carers of all ages, their wider community, colleagues and other professionals.</p> <p>Develop and maintain therapeutic relationships, effectively manage conflict and disagreement, write comprehensive reports and present evidence at hearings.</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 systemic care.</p>
3	Professional Knowledge	Demonstrate an advanced knowledge of, and apply, relevant legislative frameworks across the UK to safeguard patients and safely manage risk.
4	Health Promotion	Demonstrate leadership in mental and physical health promotion and illness prevention for your patients and their wider community.

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5	Leadership & Teamworking	Demonstrate effective leadership and team working skills to work constructively and collaboratively within the complex health and social care systems that support people with mental illness. Supervise and mentor colleagues to enhance performance and development. Recognise the impact of leadership across systems and manage partnerships.
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 mental illness. This will include management of risk, appropriate use of mental health legislation, following ethical and good governance principles and involvement in adverse incident processes (recognition, reporting, and implementation of risk mitigation strategies).
7	Safeguarding Vulnerability	Lead on the provision of psychiatric assessment and treatment of those who are identified as being vulnerable. Initiate and collaborate with appropriate safeguarding procedures. Apply appropriate ethical and legislative frameworks to address vulnerability. Identify those who may be vulnerable (patients, families and wider community) and work collaboratively in safeguarding their welfare in a timely and appropriate manner.
8	Education & Training	Promote and lead on the provision of effective psychiatric education and training in clinical, academic and relevant multi-disciplinary settings, use feedback effectively and adopt lifelong learning. Demonstrate effective supervision and mentoring skills as essential aspects of education to promote safe and effective learning environments.
9	Research & Scholarship	Maintain knowledge of research methodology, critical appraisal and best practice guidance and apply it to your clinical practice. Disseminate up to date expert knowledge of research literature to patients and stakeholders in appropriate formats. Proactively contribute to research and innovation following ethical and good governance principles.
Old Age		
1	Professional Values	Demonstrate the professional values and behaviours required of a Consultant medical doctor in Old Age Psychiatry, with reference to Good Medical Practice and Core Values for Psychiatrists (CR204)

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2	Professional Skills	<p><u>Clinical/Practical Skills</u> Demonstrate advanced skills in the psychiatric assessment, investigation, formulation and diagnosis of older people with mental health problems and use these skills to deliver patient-centred care.</p> <p><u>Communication/Interpersonal Skills</u> Demonstrate advanced communication and interpersonal skills when engaging with your patients, their families and carers. Develop and maintain therapeutic relationships across care settings. Effectively manage conflict involving patients, professionals, teams and systems.</p> <p><u>Complexity/Uncertainty</u> Identify, understand and negotiate complexity and uncertainty in a wide range of clinical and non-clinical contexts.</p>
3	Professional Knowledge	Demonstrate advanced knowledge of, and apply, relevant legislative frameworks across the UK to safeguard older people and safely manage risk
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 ageing, frailty and co-morbidities in older people affect outcomes for individuals.</p>
5	Leadership & Teamworking	Demonstrate effective leadership to work constructively and collaboratively within the complex health and social care systems to support older people with a mental disorder. Supervise and enable others to develop and deliver high-quality care to older people.
6	Patient Safety & QI	Identify, promote, design, lead and review activity to improve the safety and quality of patient care and clinical outcomes for older people with a mental disorder and carers of all ages.
7	Safeguarding Vulnerability	<p>Recognise and assess the multiple factors that contribute to vulnerability in older people, carers of all ages, and the wider community.</p> <p>Demonstrate advocacy, leadership and collaborative working around vulnerability and safeguarding older people.</p>
8	Education & Training	<p>Promote, participate and lead on the provision of effective education and training in older people's mental health in a wide range of settings.</p> <p>Demonstrate supervision and feedback skills to ensure high-quality patient care.</p>

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9	Research & Scholarship	Demonstrate skills in critical appraisal and evidence-based medicine and apply them in clinical practice. Promote opportunities for older patients and their carers to participate in research.
Child and Adolescent		
1	Professional Values	Demonstrate the professional values and behaviours required of a Consultant medical doctor in Child and Adolescent Psychiatry, with reference to Good Medical Practice and Core Values for Psychiatrists (CR204). Demonstrate systemic and developmental perspectives as integral parts of Child and Adolescent psychiatric practice.
2	Professional Skills	<p><u>Clinical/Practical Skills</u> Demonstrate advanced skills in psychiatric assessment, formulation and diagnosis of children, including under-5s, and young people, taking into consideration related developmental and physical health issues in collaboration with the patient and families. Establish and deliver psychological, bio-medical and social management plans for a range of mental health presentations and developmental disorders in a variety of clinical and non-clinical settings and the provision of care to a diverse population. Anticipate and plan for the effective transition to other services.</p> <p><u>Communication/Interpersonal Skills</u> Demonstrate advanced communication and interpersonal skills when engaging with children across the age span, their families, carers, their wider community, colleagues and other professionals. Develop and maintain therapeutic relationships, effectively manage disagreement and conflict. Write comprehensive reports and present evidence.</p> <p><u>Complexity/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>
3	Professional Knowledge	Demonstrate advanced knowledge of the relevant legislative frameworks across the UK for children and young people. Demonstrate the ability to apply them at different ages to inform decisions about capacity and consent, safeguarding patients and managing risk.
4	Health Promotion	Demonstrate leadership in mental and physical health promotion and illness prevention for children and young people and their wider community.

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		5 Demonstrate knowledge of socio-economic determinants and educational factors amongst other public health issues and the skills to advocate on behalf of patients, their families and their wider networks.
5	Leadership & Teamworking	Demonstrate effective leadership and team working skills to work constructively and collaboratively within the systems that support children and young people with mental health and developmental disorders, and carers of all ages. Lead, mentor and supervise colleagues to enhance their performance and development. Recognise the impact of leadership styles across systems and manage partnerships.
6	Patient Safety & QI	Identify, promote and lead activity to improve the safety and quality of patient care and clinical outcomes of children and young people with mental disorders.
7	Safeguarding Vulnerability	Identify and assess the multiple and changing systemic and developmental factors that contribute to vulnerability in children, young people and carers of all ages. Demonstrate advocacy, leadership and collaborative working around vulnerability and safeguarding in children, young people, their families and their wider community.
8	Education & Training	Promote and lead on the provision of effective education and training in clinical, academic and multi-disciplinary settings. Use feedback effectively and adopt lifelong learning. Demonstrate effective supervision and mentoring skills as essential aspects of education to promote safe and effective learning environments.
9	Research & Scholarship	Maintain knowledge of research ethics and methodology, critical appraisal and the current evidence base. Assess available guidelines in children and young people’s mental health and (where relevant) apply them to your clinical practice. Demonstrate an awareness of the need to advocate and promote research in children and young people’s mental health and an awareness of the guidelines regarding their participation in research.
Psychiatry of Intellectual Disability		
1	Professional Values	Demonstrate the professional values and behaviours required of a Consultant medical doctor in Psychiatry of Intellectual Disability, with reference to Good Medical Practice and Core Values for Psychiatrists (CR204). Demonstrate systemic and developmental perspectives as integral parts of Intellectual Disability psychiatric practice.
2	Professional Skills	<u>Clinical/Practical Skills</u>

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		<p>Demonstrate expertise in the psychiatric assessment and diagnostic formulation in people with Intellectual Disabilities.</p> <p>Recognise and understand the potential contributions of physical illness, mental illness, neurodevelopmental disorders and the environmental factors affecting mental health and behavioural presentations in people with Intellectual Disabilities.</p> <p>Initiate and/or recommend an effective and safe treatment or monitoring plan in collaboration with patients, carers of all ages and other professionals, in hospital and community settings. Interventions will include psychological, bio-medical and social approaches specifically adapted for people with Intellectual Disabilities.</p> <p><u>Communication/Interpersonal Skills</u></p> <p>Demonstrate advanced communication and interpersonal skills that appropriately augment the clinical interaction.</p> <p>Adapt your communication style to different levels of intellectual and communicative function.</p> <p>Promote shared decision making with patients and carers of all ages by using a collaborative style of interaction and promoting reasonable adjustments to optimise engagement with patients.</p> <p><u>Complexity/Uncertainty</u></p> <p>Expertly apply relevant legal frameworks including capacity and mental health legislation to capacity to consent.</p> <p>Demonstrate the emotional intelligence and resilience necessary to manage complexity and uncertainty when working with people with Intellectual Disabilities and their support network.</p>
<p>3</p>	<p>Professional Knowledge</p>	<p>Demonstrate advanced knowledge of, and apply, relevant mental health legislation across the UK to safeguard patients with Intellectual Disabilities, and safely manage risk.</p> <p>Demonstrate awareness of equality and diversity legislation and carers rights.</p>
<p>4</p>	<p>Health Promotion</p>	<p>Demonstrate leadership and advocacy in mental and physical health promotion and illness prevention for your patients with Intellectual Disabilities, and their wider community.</p>

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		Demonstrate knowledge of the increased prevalence of reasons for premature deaths. This is in the context of the increased prevalence of mental and physical health co-morbidities, health inequalities experienced and the premature deaths of people with Intellectual Disabilities.
5	Leadership & Teamworking	Demonstrate effective leadership and team working skills to work constructively and collaboratively within the complex health and social care systems that support people with Intellectual Disabilities. Supervise and mentor colleagues to enhance performance and development. Recognise the impact of leadership across systems and manage partnerships
6	Patient Safety & QI	Identify and manage the particular patient safety issues and risks relating to those with Intellectual Disabilities. Identify, promote and lead activity to improve the safety and quality of patient care and clinical outcomes for those with Intellectual Disabilities. Work with health and social care systems to ensure accountability.
7	Safeguarding Vulnerability	Lead on the provision of psychiatric assessment and treatment of people with Intellectual Disabilities who are identified as being vulnerable. Understand and apply appropriate ethical and legislative frameworks to address vulnerability. Recognise and assess the multiple and changing factors that contribute to vulnerability in people with Intellectual Disabilities. Demonstrate advocacy and collaborative working around safeguarding procedures and vulnerability in people with Intellectual Disabilities and their wider community.
8	Education & Training	Promote and lead on the provision of effective education and training in collaboration with patients with Intellectual Disabilities and their support networks across clinical, academic and community settings.
9	Research & Scholarship	Maintain and apply knowledge of research methodology, critical appraisal and best practice guidance to your clinical practice. Advocate for and promote opportunities for people with Intellectual Disabilities and their carers to participate in ethical research.

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Forensic		
1	Professional Values	Demonstrate the professional values and behaviours required of a consultant medical doctor in Forensic Psychiatry, with reference to Good Medical Practice and Core Values for Psychiatrists (CR204)
2	Professional Skills	<p><u>Clinical/Practical Skills</u></p> <p>Demonstrate advanced skills in forensic psychiatric assessment, formulation and diagnosis, taking into consideration physical health, diversity and risk issues.</p> <p>Establish and deliver clinical management plans incorporating psychological, biological and social interventions for mental disorders and associated physical health needs in a range of clinical and non-clinical settings, particularly with respect to patients who pose a risk of causing harm to others.</p> <p>Promote and lead on person-centred systemic care.</p> <p><u>Communication/Interpersonal Skills</u></p> <p>Demonstrate advanced communication and interpersonal skills when engaging with patients, their families, carers of all ages, their wider community, colleagues and other professionals, and other agencies particularly those who work with offenders.</p> <p>Develop and maintain therapeutic relationships, effectively manage conflict and disagreement, write comprehensive reports and present evidence at hearings.</p> <p><u>Complexity/Uncertainty</u></p> <p>Identify, understand, and negotiate complexity and uncertainty in a wide range of clinical and non-clinical contexts, including secure healthcare and custodial settings.</p>
3	Professional Knowledge	Demonstrate advanced knowledge of and apply legislation relevant to mental health care and criminal and civil justice systems across the UK, and the relationship between mental disorder, antisocial behaviour, and offending.
4	Health Promotion	Demonstrate leadership in the delivery of mental and physical health promotion, including injury prevention for your patients and their wider community, whether in custodial or health care institutions or in the community
5	Leadership & Teamworking	Provide effective leadership when working within a multidisciplinary clinical team, a healthcare organisation and when working in partnership with other agencies to manage mentally disordered offenders or people who present risks to others.

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		Supervise and mentor colleagues to enhance performance and development. Recognise the impact of leadership across systems and manage partnerships.
6	Patient Safety & QI	<p>Identify, promote and lead activity to improve the safety and quality of patient care and clinical outcomes for people with a mental disorder.</p> <p>Lead in the promotion of a therapeutic culture in closed environments for the benefit and safety of patients and staff.</p>
7	Safeguarding Vulnerability	<p>Recognise and assess the factors that contribute to vulnerability in patients, staff and others in healthcare, custodial and community settings.</p> <p>Identify those who may be vulnerable, initiate and collaborate with safeguarding procedures, and work with others to safeguard their welfare.</p> <p>Understand the impact of victimisation and trauma in vulnerable groups.</p>
8	Education & Training	<p>Promote and lead on the provision of effective education and training across academic, clinical and criminal justice settings.</p> <p>Demonstrate effective supervision and mentoring skills as essential aspects of education to promote safe and effective learning environments.</p>
9	Research & Scholarship	<p>Increase and apply knowledge of research methodology, critical appraisal and best practice guidance to your clinical practice.</p> <p>Proactively contribute to research and innovation, following ethical and good governance principles, in closed environments and with individuals with restricted liberties.</p>
Medical Psychotherapy		
1	Professional Values	<p>Demonstrate the professional values and behaviours required of a Consultant medical doctor in Medical Psychotherapy, with reference to Good Medical Practice, Core Values for Psychiatrists (CR204) and the Role of the Consultant Psychiatrist in Medical Psychotherapy (CR139).</p> <p>Demonstrate the ability to help others to develop and maintain professional values and behaviours through consultation, supervision and reflective practice.</p>

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<p>2</p>	<p>Professional Skills</p>	<p><u>Clinical and Practical Skills</u> Demonstrate advanced skills in psychotherapeutic assessment, psychological formulation and psychiatric diagnosis, taking into consideration the complex relationship between mind and body in collaboration with the patient. Establish and deliver a range of psychotherapeutic, psychological, bio-medical and social treatments for mental disorders. Demonstrate a holistic and integrated approach in a variety of clinical and non-clinical settings and the provision of care to a diverse population.</p> <p>Demonstrate expertise in understanding all aspects of the patient’s presentation, symptoms and unconscious communications towards deepening understanding and informing patient care.</p> <p><u>Communication and Interpersonal skills</u></p> <p>Demonstrate advanced communication and interpersonal skills when engaging with patients, their families, carers of all ages, their wider community, colleagues and other professionals.</p> <p>Demonstrate expertise in establishing therapeutic relationships and challenges to this when working with complex conditions and systems.</p> <p>Demonstrate expert knowledge and understanding of the emotional impact of psychological disturbance on individuals, teams, and organisations and how this may affect clinical care. Understand and manage conflict and disagreement.</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> <p>Promote and lead on person-centred systemic care.</p>
<p>3</p>	<p>Professional Knowledge</p>	<p>Demonstrate how the interfaces between different services and organisations across the UK impact on patient care. Demonstrate leadership in the development of comprehensive psychotherapeutic and psychological treatment services across the UK</p>

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		Demonstrate advanced knowledge of, and apply, relevant legislative and professional frameworks across the UK to safeguard patients and safely manage risk.
4	Health Promotion	<p>Demonstrate leadership in mental and physical health promotion and illness prevention for your patients and their wider community.</p> <p>Demonstrate appropriate psychological and psychotherapeutic knowledge of interventions that address the impact of adverse childhood experiences, including behavioural, psychological and relationship patterns which impact upon physical and mental health.</p>
5	Leadership & Teamworking	<p>Demonstrate effective leadership and psychologically informed approaches to enable teams to work constructively and collaboratively within the health and social care systems that support people with mental disorders.</p> <p>Supervise and mentor colleagues to enhance performance and development.</p> <p>Being aware of leadership across systems, and systemic processes, to 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 a mental disorder.
7	Safeguarding Vulnerability	<p>Lead on the provision of psychological and psychotherapeutic assessment and treatment of those who are identified as being vulnerable.</p> <p>Initiate and collaborate with appropriate safeguarding procedures.</p>
8	Education & Training	<p>Promote and lead on the provision of effective education and training to foster the development of a psychotherapeutically informed approach to psychiatric treatment to enhance therapeutic aspects of care.</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>
9	Research & Scholarship	<p>Apply knowledge of research methodology, critical appraisal and best practice guidance, relating to a range of psychotherapeutic models, 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.</p> <p>Proactively contribute to research and innovation following ethical and good governance principles.</p>