

## Capability exemplar statements – Medical psychotherapy curriculum

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

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

<b>HLO Themes – Medical psychotherapy</b>					
<b>2.1</b>	<b>Communication</b> Demonstrate advanced communication and interpersonal skills when engaging with patients, their families, carers of all ages, their wider community, colleagues and other professionals.	<b>2.2</b>	<b>Clinical skills</b> Demonstrate advanced skills in the psychiatric assessment, formulation, diagnosis and person-centred holistic management of an appropriate range of presentations in a variety of clinical and non-clinical settings within Medical psychotherapy.	<b>2.3</b>	<b>Complexity and uncertainty</b> 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>Year</b>	<b>Behaviour typical of trainees working towards the expected standard</b>	<b>Year</b>	<b>Behaviour typical of trainees working towards the expected standard</b>	<b>Year</b>	<b>Behaviour typical of trainees working towards the expected standard</b>
<b>ST4</b>	<b>The trainee:</b> <ul style="list-style-type: none"> <li>Recognises the breadth of human communications both verbal and non-verbal, including unconscious communications, including projective processes and their impact on themselves and others.</li> <li>Establishes therapeutic relationships while maintaining professional boundaries and managing challenges to these.</li> <li>Makes adaptations where appropriate after discussion in supervision, including the use of new technologies e.g. remote psychotherapy consultations.</li> </ul>	<b>ST4</b>	<b>The trainee:</b> <ul style="list-style-type: none"> <li>Undertakes individual psychotherapy in agreed modalities for a range of psychological and psychiatric presentations.</li> <li>Preparing to undertake group psychotherapeutic interventions.</li> <li>Undertakes psychotherapy assessments under supervision</li> <li>Develop psychotherapeutic formulations</li> <li>Completes written summaries of assessments to articulate initial psychotherapeutic formulations.</li> </ul>	<b>ST4</b>	<b>The trainee:</b> <ul style="list-style-type: none"> <li>Develops decision making about the appropriateness of psychotherapeutic interventions</li> <li>Participates and contributes to clinical discussions in service meetings, integrating in depth bio-psycho-social understanding.</li> <li>Shadows a trainer providing reflective support to teams including in the aftermath of a suicide or homicide.</li> </ul>

	<ul style="list-style-type: none"> <li>Begins to synthesise and formulate psychological understanding of assessments of patients, and communicate this to colleagues, patients and families and carers of all ages.</li> </ul>		<ul style="list-style-type: none"> <li>Shadows trainers undertaking consultation with professionals and teams for complex cases.</li> </ul>		
<b>ST5</b>	<p><b>The trainee:</b></p> <ul style="list-style-type: none"> <li>Integrates into their understanding of theory and in practice that communication can manifest somatically, through actions, and unconscious processes</li> <li>Responds appropriately to patterns of communication in families and groups.</li> <li>Recognises how power differentials between the doctor and the patient can affect communication including those with protected characteristics and from minority groups.</li> </ul>	<b>ST5</b>	<p><b>The trainee:</b></p> <ul style="list-style-type: none"> <li>Undertakes individual psychotherapy in more than one agreed modality with complex presentations.</li> <li>Undertakes group psychotherapeutic interventions.</li> <li>Undertakes further psychotherapy assessments with wider range of presentations and complexity under supervision.</li> <li>Constructs psychotherapeutic formulations in more than one psychotherapeutic modality.</li> <li>Uses dynamic psychotherapeutic formulations on patients' relationship with clinicians and services evolves.</li> <li>Undertakes consultation with professionals and teams for complex cases, including reflective practice, with supervision.</li> </ul>	<b>ST5</b>	<p><b>The trainee:</b></p> <ul style="list-style-type: none"> <li>Recognises the limitations of their clinical competence and actively address learning needs through education, training and supervision</li> <li>Recognises the influence of organisational dynamics on containing anxiety and managing risk and clinical complexity.</li> <li>Provides a reflective consultations / groups for professionals.</li> </ul>

<p><b>ST6</b></p>	<p><b>The trainee:</b></p> <ul style="list-style-type: none"> <li>• Consistently communicates effectively with patients and relevant others synthesising and presenting complex information, in written and verbal communications.</li> <li>• Adapts communication to suit, and supports, those with neurodevelopmental disorders or learning disabilities</li> <li>• Adapts communication approach where language and cultural influences impact on communication including the use of interpreters providing information in other languages</li> </ul>	<p><b>ST6</b></p> <p><b>The trainee:</b></p> <ul style="list-style-type: none"> <li>• Has completed psychotherapy with a range of patients, and clinical complexity in all three agreed major psychotherapeutic modalities.</li> <li>• Has completed psychotherapy assessments of patients' with a range of presentations and complexity and made management and treatment recommendations.</li> <li>• Has lead the triage and discussion of referrals for psychotherapeutic and psychological treatments.</li> <li>• Has undertaken consultation and liaison with professionals and teams for complex cases and made management and treatment recommendations.</li> </ul>	<p><b>ST6</b></p> <p><b>The trainee:</b></p> <ul style="list-style-type: none"> <li>• Provides assessment and liaison and psychotherapeutic advice on the clinical management of patients with mental disorders, including personality disorder, in high risk situations.</li> <li>• Demonstrates the capability to assess suitability of and where appropriate to provide psychotherapeutic intervention in the aftermath of an emergency.</li> <li>• Demonstrates the capability to 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 this affects clinical management.</li> </ul>
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HLO	Themes		
3.1	<b>Knowledge of legal and organisational frameworks in your UK jurisdiction</b> Apply advanced knowledge of relevant legislative frameworks across the UK to safeguard patients and safely manage risk within all psychiatric specialties.	3.2	<b>Working within NHS and organisational structures</b> Work effectively within the structure and organisation of the NHS, and the wider health and social care landscape.
Year	Behaviour typical of trainees meeting the expected standard	Year	Behaviour typical of trainees meeting the expected standard
ST4	<b>The trainee:</b> <ul style="list-style-type: none"> <li>Starts to work autonomously within relevant legislative framework in routine clinical practice</li> <li>Completes required paperwork in compliance with expected legal standards</li> </ul>	ST4	<b>The trainee:</b> <ul style="list-style-type: none"> <li>Familiarises self with local structures and networks in health and social care and discusses role of psychiatrist within these</li> <li>Takes steps to build relationships with key stakeholders</li> </ul>
ST5	<b>The trainee:</b> <ul style="list-style-type: none"> <li>Determines the appropriate legal framework under supervision and applies it</li> <li>Completes statutory reports accurately and in compliance with expected legal standards</li> </ul>	ST5	<b>The trainee:</b> <ul style="list-style-type: none"> <li>Applies knowledge of NHS and organisation structures to enhance patient care locally</li> <li>Works successfully with key stakeholders across different networks / third sectors</li> <li>Understands their service within a wider context – e.g internal and external organisational drivers / national policies</li> </ul>

<b>ST6</b>	<b>The trainee:</b> <ul style="list-style-type: none"> <li>• Advise others on appropriate use and application of appropriate statutory and legal frameworks</li> <li>• Provides evidence at legal proceedings where required</li> </ul>	<b>ST6</b>	<b>The trainee:</b> <ul style="list-style-type: none"> <li>• Shows understanding of national governance and regulatory structures and how to drive change within those</li> <li>• Begins to use performance / quality indicators / participation in committees to improve organisational effectiveness</li> <li>• Develops an understanding of the role and function of senior leaders in different organisations (e.g. by shadowing)</li> </ul>
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<b>HLO</b>	<b>Theme – Medical psychotherapy</b>
<b>4.1</b>	Demonstrate leadership and advocacy in mental and physical health promotion and illness prevention for patients within Medical psychotherapy and the wider community
<b>Year</b>	<b>Behaviour typical of trainees meeting the expected standard</b>
<b>ST4</b>	<b>The trainee:</b> <ul style="list-style-type: none"> <li>• Demonstrates in their clinical work a psychological understanding of the developmental, social and environmental factors that contribute to the development of mental disorder.</li> <li>• Demonstrates in their clinical work with colleagues across services the promotion of a psychological and psychotherapeutic understanding of the factors that contribute to the development of mental disorder.</li> <li>• Applies their understanding of re-enactment in their advocacy for patients, particularly in relation to trauma, that can cause iatrogenic harm in patients' contact with mental and physical health services.</li> </ul>

<p><b>ST5</b></p>	<p><b>The trainee:</b></p> <ul style="list-style-type: none"> <li>• Demonstrates an understanding of the interrelationship between the body and mind and how this can contribute to development of illness, and educates colleagues and patients on this.</li> <li>• Engages with families and carers of patients to understand the determinants of mental disorder and systemic factors that can predispose, precipitate and maintain mental disorder.</li> <li>• Encourages the use of psychotherapeutic interventions that can be used for self-management of psychological well-being for their patients and their families.</li> </ul>
<p><b>ST6</b></p>	<p><b>The trainee:</b></p> <ul style="list-style-type: none"> <li>• Participates in opportunities to work alongside experts by experience to promote a psychological understanding of the determinants of mental disorder and recovery, especially personality disorder and complex trauma, to colleagues and the wider community.</li> <li>• Works with colleagues, teams, and the wider community to promote a psychotherapeutic understanding of self-harming, suicidal and homicidal behaviour and risk.</li> <li>• Participates in delivering teaching and training in the wider community around health promotion and illness prevention, addressing health inequalities, and the social, cultural, spiritual and religious determinants of health.</li> </ul>

HL O	Themes		
5.1	<b>Teamworking</b> Demonstrate effective teamworking skills to work constructively and collaboratively within the complex health and social care systems that support people with mental disorder.	5.2	<b>Leadership</b> Demonstrate effective leadership skills to work constructively and collaboratively within the complex health and social care systems that support people with mental disorder.
Year	Behaviour typical of trainees meeting the expected standard	Year	Behaviour typical of trainees meeting the expected standard
ST4	<b>The trainee:</b> <ul style="list-style-type: none"> <li>• Demonstrates that they value the contributions of other professionals</li> <li>• Recognises own team dynamics and reflects on their contribution to those in supervision</li> <li>• Works effectively with other agencies in clinical practice</li> </ul>	ST4	<b>The trainee:</b> <ul style="list-style-type: none"> <li>• Provides clinical leadership within a shared leadership framework across routine and emergency situations</li> <li>• Seeks supervision and support around leadership decisions appropriately</li> <li>• Acts as an advocate for their patients.</li> </ul>
ST5	<b>The trainee:</b> <ul style="list-style-type: none"> <li>• Recognises dynamics between teams in the wider system and reflects on the impact of these on patient care</li> <li>• Maintains focus on patient, family and carer needs during complex team interactions</li> </ul>	ST5	<b>The trainee:</b> <ul style="list-style-type: none"> <li>• Adapts their leadership approach within different teams and in different contexts</li> <li>• Takes opportunities to deputise for a consultant, while still working under supervision</li> <li>• Acts as an advocate for their service</li> </ul>
ST6	<b>The trainee:</b> <ul style="list-style-type: none"> <li>• Flexes their contribution and approach within different teams</li> <li>• Works effectively across clinical and non-clinical teams</li> </ul>	ST6	<b>The trainee:</b> <ul style="list-style-type: none"> <li>• Demonstrates the readiness to work independently without supervision</li> </ul>

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

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<b>ST6</b>	<b>The trainee:</b> <ul style="list-style-type: none"> <li>• Promotes lessons learned from adverse incidents to other colleagues</li> <li>• Works with the patient safety-related / complaints department to assist with investigations and audits</li> <li>• Identifies and alerts relevant teams to shortcomings in patient safety and care</li> </ul>	<b>ST6</b>	<b>The trainee:</b> <ul style="list-style-type: none"> <li>• Seeks leadership roles within quality improvement projects</li> <li>• Engages and supports a range of multidisciplinary staff, service users and other stakeholders as part of a quality improvement project</li> <li>• Embraces the concept and value of quality improvement projects as a means of providing excellent patient care and promotes them where appropriate.</li> </ul>
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<b>HLO</b>	<b>Theme – Medical psychotherapy</b>		
<b>7.1</b>	<b>Safeguarding</b> Lead on the provision of psychiatric assessment and treatment of those who are identified as being vulnerable within Medical psychotherapy. Demonstrate advocacy, leadership and collaborative working around vulnerability and safeguarding in patients, their families and their wider community.		
<b>Year</b>	<b>Behaviour typical of trainees meeting the expected standard</b>		
<b>ST4</b>	<b>The trainee:</b> <ul style="list-style-type: none"> <li>• Identifies vulnerabilities and need for safeguarding in all clinical encounters in collaboration with relevant others, and deals with them appropriately.</li> <li>• Balances the right to confidentiality and the need for information sharing in safeguarding situations and seeks supervision regarding this issue in a timely manner.</li> </ul>		

<b>ST5</b>	<p><b>The trainee:</b></p> <ul style="list-style-type: none"> <li>• Makes appropriate use of the services and support available for safeguarding adult patients and their families to promote safe patient care.</li> <li>• Takes the opportunity to lead or support others in responding to safeguarding concerns, formulating plans and working with other agencies as necessary</li> <li>• Contacts safeguarding teams, attends case conferences and makes recommendations on behalf of the patient for the service.</li> </ul>
<b>ST6</b>	<p><b>The trainee:</b></p> <ul style="list-style-type: none"> <li>• Advises other staff within the service on how to approach safeguarding concerns and support them in their decision making, balancing risks to patient and others.</li> <li>• Works with appropriate agencies to help safeguard patients in need, and supports staff and patients in understanding the system, considers confidentiality issues and deals with uncertainties well with guidance.</li> </ul>

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

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

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