# Table of Contents

Foreword ............................................................................................................................................. xvi

Preface ................................................................................................................................................ xvii

Acknowledgment .............................................................................................................................. xxvi

## Section 1
**Introduction to Workforce Development**

### Chapter 1
Mental Health and Addictions Workforce Development: Past, Present, and Future ......................... 1
  *Ann M. Roche, Flinders University, Australia*
  *Roger S. Nicholas, Flinders University, Australia*

## Section 2
**International Perspectives of Workforce Development**

### Chapter 2
Behavioral Health Workforce Development in the United States...................................................... 37
  *Michael A. Hoge, Yale School of Medicine, USA & The Annapolis Coalition, USA*
  *Gail W. Stuart, Medical University of South Carolina, USA & The Annapolis Coalition, USA*
  *John A. Morris, The Annapolis Coalition, USA*
  *Leighton Y. Huey, University of Connecticut Health Sciences Center, USA & The Annapolis Coalition, USA*
  *Michal T. Flaherty, Clinical Practice & The Annapolis Coalition, USA*
  *Manuel Paris Jr., Yale University School of Medicine, USA & The Annapolis Coalition, USA*

### Chapter 3
Rural Mental Health Workforce Development in Hawai’i and the US-Affiliated Pacific Islands ........ 60
  *Christopher W. S. Hill, University of Hawaii, USA*
  *Kelley Withy, University of Hawaii, USA*

### Chapter 4
Mental Health and Addiction Workforce Development in Australia: Never the Twain to Meet? ....... 90
  *Roderick McKay, New South Wales Institute of Psychiatry, Australia*
  *Tim Coombs, Australian Mental Health Outcomes and Classification Network, Australia*
  *Julie M. Anderson, National Consumer Advocate, Australia*
Chapter 5
Key Initiatives in New Zealand’s Adult Mental Health Workforce Development.......................... 106
Mark Smith, Te Pou o te Whakaaro Nui, National Workforce Center for Adult Mental Health, Addiction and Disability, New Zealand
Angela F. Jury, Te Pou o te Whakaaro Nui, National Workforce Center for Adult Mental Health, Addiction and Disability, New Zealand

Chapter 6
A Critique on the Factors that Influence Mental Health Workforce Training in Developing Countries.................................................................................................................. 130
Rex Billington, Auckland University of Technology, New Zealand

Chapter 7
Human Resources for Mental Health in Low and Middle Income Countries: Evidence from Bangladesh........................................................................................................................................ 144
Sheikh Mohammed Shariful Islam, International Center for Diarrhoeal Diseases Research, Bangladesh
Resham Tabassum, Macquarie University, Australia
Paolo C Colet, Shaqra University, Saudi Arabia
Jonas Preposi Cruz, Shaqra University, Saudi Arabia
Sukhen Dey, Bellmarine University, USA
Lal B. Rawal, International Center for Diarrhoeal Diseases Research, Bangladesh
Anwar Islam, York University, Canada

Chapter 8
Developing a Culturally Competent Workforce that Meets the Needs of Pacific People Living in New Zealand .................................................................................................................. 165
Fuimaono Karl Pulotu-Endemann, Independent Consultant, New Zealand
Monique Faleafa, Le Va, New Zealand

Section 3
Specific Workforce Development Applications

Chapter 9
Undergraduate Nursing Curriculum Content Focuses on Emerging Issues that Influence Health..... 182
Helen Mary Bingham, Western Institute of Technology, New Zealand

Chapter 10
Mental Health Support Workers: An Evolving Workforce ................................................................ 200
Julia L. Hennessy, Wellington Institute of Technology, New Zealand
Liz Smythe, Auckland University of Technology, New Zealand
Max Abbott, Auckland University of Technology, New Zealand
Frances A. Hughes, International Council of Nurses, Switzerland
Chapter 11
The Emerging Field of Peer Support within Mental Health Services ........................................ 222
Lisa Carol St George, Recovery Innovations and Recovery Opportunity Center, USA
Mary O'Hagan, PeerZone, New Zealand
Simon Bradstreet, University of Glasgow, UK
Michael Burge, Mental Health Advocate, Australia

Chapter 12
Supporting People Who Experience Co-Existing Mental Health and Addiction Problems: A
National Approach to Improving Responsiveness in Aotearoa New Zealand ........................................ 251
Ashley Koning, Matua Raki, New Zealand
Suzette Janet Poole, Te Pou o te Whakaaro Nui, New Zealand

Chapter 13
Workforce Development in the Child and Adolescent Mental Health Sector: The Challenge of
Rolling out a Specialist Eating Disorders Treatment in New Zealand .............................................. 271
Rachel Lawson, South Island Eating Disorders Service, CDHB, New Zealand
Bronwyn Dunnachie, The Werry Centre for Child and Adolescent Mental Health Workforce Development, New Zealand

Chapter 14
Workforce Development and E-Competency in Mental Health Services ...................................... 284
Simone N. Rodda, Auckland University of Technology, New Zealand
Max W. Abbott, Auckland University of Technology, New Zealand
Nicki A. Dowling, Deakin University, Australia
Dan I. Lubman, Turning Point and Monash University, Australia

Chapter 15
Routine Outcome Measurement and the Development of the Australian Mental Health Workforce:
The First 25 Years of Implementation Are the Hardest ................................................................. 302
Tim Coombs, Australian Mental Health Outcomes and Classification Network, Australia
Philip Burgess, School of Public Health Faculty of Medicine and Biomedical Sciences, University of Queensland, Australia
Rosemary Dickson, Australian Mental Health Outcomes and Classification Network, Australia
Roderick McKay, New South Wales Institute of Psychiatry, Australia

Compilation of References .............................................................................................................. 317
About the Contributors .................................................................................................................. 363
Index ............................................................................................................................................... 373