

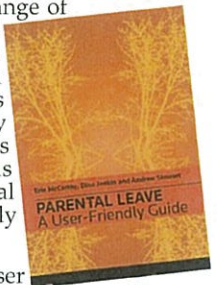
of those references at the end of the chapter can make it difficult to discern to which particular aspect of the chapter the suggested reading relates.

In summary, *Civil Procedure Commentary and Materials* gives a comprehensive overview of civil procedure. It is a good starting point for any research on the topic, and the text will readily assist anyone unfamiliar with the area to quickly grasp the relevant issues.

Parental Leave A User Friendly Guide
Erin McCarthy, Elise Jenkins & Andrew Stewart
Thomson-Reuters, Sydney 2012
pp 294 \$79.95

Reviewed by Craig Green

Andrew Stewart is a regular visitor to Tasmania and he provides lectures to industrial relations practitioners and industry groups on a range of topics in the industrial relations area. He has a great capacity to explain complex legal issues in a structured way and together with his co-authors he succeeds in doing this in "Parental Leave A User-Friendly Guide".



Calling a textbook 'user friendly' is usually a risky call but in this text, the authors succeed in doing this.

The text clearly explains the two regimes which govern parental leave. It examines the Paid Parental Leave scheme established under the Paid Parental Leave Act and provides practical guidance on how this scheme interacts with existing entitlements to parental leave, particularly those under the *Fair Work Act*, Awards and Enterprise Agreements and company policies.

The text looks at the sources of paid parental leave entitlements, the major entitlements under such a scheme, eligibility, how paid parental leave may be structured and the making and dealing with Applications for paid parental leave. It deals also with obligations that employers have when employees return to work after a period of parental leave. In this regard, the text is a good resource for law firms.

It also looks at the position of replacement workers as well as the varying or ending of paid parental leave. The last two chapters are particularly helpful because they set out key points for both employees and employers respectively. This allows the reader to understand the issue from both sides.

There is a very useful index which directs the reader to the topic of interest rather than reading the entire text and the text is written in a language and style that lends itself to not only the experienced practitioner but also those with limited knowledge of the area.

The text tends to cover the same key areas a number of times but strategically placed examples and case studies guide the reader towards a clear understanding of the application of this area of the law. This is useful addition to any firm's library.