

*Your responses suggest that your employer did not satisfy its obligation of notifying you about the nature of your employment. You may have been dismissed.*

#### **84A Replacement employees**

- (1) Before an employer engages an employee to perform the work of another employee who is going to take, or is taking, unpaid parental leave, the employer must notify the replacement employee:
  - (a) that the engagement to perform that work is temporary; and
  - (b) of the rights the employee taking unpaid parental leave has under:
    - (i) subsections 77A(4) and (5) (which provide a right to cancel the leave or end the leave early if the child is stillborn or dies within 24 months); and
    - (ii) section 84 (which deals with the return to work guarantee); and
  - (d) of the effect of section 78 (which provides the employer with a right to require the employee taking unpaid parental leave to return to work if the employee ceases to have any responsibility for the care of the child).
- (2) Subsection (1) does not apply in relation to the taking of flexible unpaid parental leave.

#### **386 Meaning of *dismissed***

- (1) A person has been *dismissed* if:
  - (a) the person's employment with his or her employer has been terminated on the employer's initiative; or
- (2) However, a person has not been *dismissed* if:
  - (a) the person was employed under a contract of employment for a specified period of time, for a specified task, or for the duration of a specified season, and the employment has terminated at the end of the period, on completion of the task, or at the end of the season; or