Introduction
This guide explains how to request annual leave.

Absence requests such as annual leave can have three states:

<table>
<thead>
<tr>
<th>Status</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>Drafts</td>
<td>Request has been saved but not yet submitted for approval</td>
</tr>
<tr>
<td>In progress</td>
<td>Request has been submitted and is awaiting approval</td>
</tr>
<tr>
<td>Approved</td>
<td>Request has been approved</td>
</tr>
</tbody>
</table>

Audience
All staff excluding those on timesheets only, and those who receive payment for annual leave separately such as T&S staff.

All eligible staff are encouraged to record their annual leave in Business World.

- Non-academic staff go through a line manager approval step. Requests are submitted and are marked “In progress” while they await approval.
- Academic staff are encouraged to record their annual leave but the approval step is bypassed. Requests are submitted and proceed directly to being marked “Approved”.

Steps to book full days

1. From the main menu select Your employment then Quick Links > Absences. The Absences window opens.

2. Click the Absence request button. The Absence request window opens.

3. Fill out details of the absence request:
   a. **Reason** – click the arrow on the right to display the leave-type options and select “Annual Leave”.
   b. Use the calendar to select the **First** and **Last days**. Once you do this the **Position** field appears below, and the absence period shows as a green bar in the calendar on the right.
   c. **Position** - if you have multiple positions select the appropriate one.
   d. **Is this a full day?** – leave as Yes.
   e. The system calculates the number of **working** days/hours leave you are requesting, and displays in the Summary field.
   f. Enter **Additional information** if
Click **Send for approval**. A success message is displayed.

4. The number of working days and hours calculated is based on your personal work schedule, and excludes public holidays and college closure days. If HR do not have your work schedule details you will see the following error message when you try to send the request for approval. To get this fixed, submit an ASK query to HR.

   ![Error message: First day: No personal work schedule exists in given time interval. Errors: 1]

   If you don’t have sufficient leave left to cover the request the following error message will be displayed when you try to send the request for approval.

   ![Error message: Failed to save. Stop: Balance Remaining Balance (H007) exceeded for the absence code Annual Leave (AL) by 4 days.]

5. Click **OK**.

6. Click **Absences** in the breadcrumb trail to return to the **Absences** window.

7. The **Absence request overview** indicates the transaction is “In progress”
8. The **Balance overview** figures auto-calculate, although this may take a couple of minutes to update.

<table>
<thead>
<tr>
<th>Balance Overview</th>
<th>Current Entitlement Balance</th>
<th>Carry Forward Balance (Hrs)</th>
<th>Overall Entitlement Balance</th>
<th>Approved/In Progress Balance</th>
<th>Remaining Balance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current Entitlement Balance</td>
<td>175</td>
<td></td>
<td></td>
<td></td>
<td>115.5</td>
</tr>
<tr>
<td>Carry Forward Balance (Hrs)</td>
<td></td>
<td>21</td>
<td></td>
<td></td>
<td>80.5</td>
</tr>
<tr>
<td>Overall Entitlement Balance</td>
<td></td>
<td></td>
<td>196</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Approved/In Progress Balance</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Remaining Balance</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

- **Current Entitlement Balance**: entitlement for current leave year (hrs), based on personal work schedule.
- **Carry Forward Balance**: entitlement carried forward from the previous leave year (hrs).
- **Overall Entitlement Balance**: total entitlement i.e. current entitlement balance plus carry forward from the previous year (hrs).
- **Approved/In Progress Balance**: time taken/booked in current leave year (hrs).
- **Remaining Balance**: entitlement remaining for current leave year (hrs).

> All staff balances are displayed in hours. This is because Birkbeck, as an institution that cares about staff wellbeing, allows where possible in accordance with business needs, a variety of part-time and flexible working arrangements. These schedules are based on hours and, as the lowest common denominator, is how annual leave balances are set up and recorded in the system.

> Other leave types (e.g. personal appointments, study leave, TOIL) do not affect your balances as these relate to annual leave only.

**Steps to book part days**

<table>
<thead>
<tr>
<th>Step</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>At step 3.d above, click <strong>No</strong>.</td>
</tr>
<tr>
<td>2.</td>
<td>In the part-time absence window:&lt;br&gt;1. Select the appropriate time period option&lt;br&gt;2. Select/enter the details below</td>
</tr>
</tbody>
</table>

**What happens next?**
For non-academic staff, the request goes into workflow and is sent to your line manager for approval. The absence period bar in the calendar changes to yellow. For academic staff, the request moves straight through from 'in progress' to 'approved'.

**Where to go for help**
If you need help please submit a query through ASK on My Birkbeck for Staff.