

Q5 Please use this field to tell us anything about your experience around festive leave this year. Confidentiality will be maintained and specific answers will not be shared outside PCS Fylde Branch Officers.

Answered: 162 Skipped: 195

#	Responses	Date
1	The only problem was that the Senior Management could get this so right in September or October time instead of leaving it until the day before staff leave for the Christmas holidays. Surely Graeme Wallace knows what percentage of staff he wants in place over the Christmas period so it should be communicated well in advance of December. The effect that this has on staff causes frustration, lots of unnecessary conversation and a feeling that Senior Management have no respect or care for their staff. It is US the staff that make them a success and without us they would not be where they are today or continue to progress in their careers. They need to think on and care for their staff in practice instead of just paying lip service to it.	1/14/2016 6:57 PM
2	I dont understandthe restrictions placed on staff at the peek holiiday time for non public building, as long as enough t man the phones	1/14/2016 3:36 PM
3	I appreciate that there has to be some cover but there still seemed to be a lot of staff in.	1/13/2016 4:10 PM
4	Asked for more than I expected and came in New Years eve, so others could be off. No problem.	1/13/2016 11:36 AM
5	some were granted 5 or more days, but this wasnt taken into acct when new years eve staffing was being being allocated, as some had requested only 1 day, which was new yrs eve and they were asked to reconsider instead of the people that had applied for 5 days	1/13/2016 10:17 AM
6	Told to limit our request to minimum. Preference would be given to those requesting just 2 days over the 3 week period. Applications were put in 6 week before final decision was made. Not a good situation for those going away.	1/13/2016 9:10 AM
7	I realised that I would be limited to 2 days at the most so I just asked for the days I preferred.	1/13/2016 9:01 AM
8	I requested 3 days leave however festive leave was restricted to 2 days this year.	1/13/2016 8:12 AM
9	same annoying last minute battle for people who want leave every year....that's why I choose not to take any	1/13/2016 7:09 AM
10	Management took too long to agree the leave. We were kind of warned not to book too much leave one or two days at the most.	1/12/2016 4:39 PM
11	included in leave with a different section even though we did not have the knowledge to cover each others work ie I had to come in to let a person from another section have leave.	1/12/2016 12:18 PM
12	It was handled fairly in DLA65+	1/12/2016 12:14 PM
13	Christmas eve leave was restricted to guidelines New Years eve there was free for all and 1 or 2 team members to a team	1/12/2016 10:27 AM
14	Senior Management have agreed that fewer staff are needed over the festive period and this has increased the number of staff taking time off.	1/12/2016 10:17 AM
15	not much work was distributed or done as far as i am aware	1/12/2016 10:05 AM
16	Everyone in my area got what leave they had requested	1/12/2016 8:51 AM
17	My line management were keen to ensure the team all had the leave they wanted. We were positively encouraged to take leave.	1/12/2016 8:15 AM
18	used 2 weeks term time so xmas leave not a problem for me this year	1/12/2016 7:49 AM
19	I requested 1 day a/l, new years eve. As the quota for people being in had not been met we had to 1. decide amongst ourselves who was coming in. 2. If we could not decide and we all still stated that we wanted the day off then names were drawn out for who came in. I was one of the ones whose name was drawn out.	1/12/2016 7:24 AM
20	did not get the leave I wanted but had 2 days the week before xmas .	1/11/2016 5:32 PM
21	No probs	1/11/2016 4:18 PM

22	AAU policy was not adhered to again. I understand Xmas leave is to be sorted by the end of October. It was granted towards the middle of November.	1/11/2016 3:14 PM
23	Confirmation of leave being granted could have been sooner.	1/11/2016 2:42 PM
24	Management very good this year with annual leave, majority of people in the office got the annual they asked for. i asked for 2 days and was granted both.	1/11/2016 2:39 PM
25	We were advised it would be done fairly but some people got 5-6 days off and others got days that they hadn't applied for: My husband closes from xmas eve to 1st working day after New Years Day so got 1 day off with him	1/11/2016 1:48 PM
26	applied for some but not all I would have liked to be flexible as I knew not everyone would be able to have the time they wanted	1/11/2016 12:44 PM
27	Everyone within my teams received the leave they requested. Our Senior Management Team make a conscious effort to approval all requests over the festive period if they can.	1/11/2016 11:19 AM
28	Because I have no children (except for my beloved stillborn son), I felt 'bullied' into covering leave for others who have children. I therefore had to use 5 days leave to have the week after Xmas/New Year to have any break. The system has forced colleagues to turn against each other. Managers cascaded the skeleton days down then refused to manage the situation, forcing 'names out of a hat' to actually happen. Weak managers turning staff against each other, causing friction, rows, mal-adaptive behaviours.	1/11/2016 11:12 AM
29	I don't understand the draconian staffing levels that month's management insisted upon. Many customers contacted over this period were surprised we were even open. Although I didn't request leave I was very aware of the difficulties faced by colleagues throughout the dept. The same applies to leave for 2016 where only 20% are allowed off but this 20% includes part and term timers (non contracted) making peak leave at Christmas and Summer practically impossible to negotiate. So much time wasted by management and staff negotiating/squabbling over leave. Therefore I don't bother asking as I will only be asked to change or relinquish. I don't have kids so, Christmas/summer leave shouldn't be issue for me according to some. So much for the Season of Good Will? Maybe a "modern" Civil Service needs to look at successful companies like Virgin on how to treat staff leave. We seem to be moving backwards. The fact this survey is available indicates to me that issues have been raised.	1/11/2016 11:04 AM
30	I work in UC Projects and Xmas leave is therefore less of an issue.	1/11/2016 11:00 AM
31	I think that the number of staff who have to be in work is too great for the actual work recieved over Christmas	1/11/2016 10:28 AM
32	I was unfortunately one of the small percentage of individuals who received my 2nd choice. This resulted in me having to pay a charge to have it changed - was not happy.	1/11/2016 9:53 AM
33	Very late confirmation of agreed levels of leave re department and when personal leave was agreed room by room. I felt that there were more people in over Xmas than had been during the summer months and previous to Xmas. The percentage rate of people to be in was too high. It caused staff morale to drop, caused problems for line managers re names in hats etc and I do not accept that business needs would have been affected if more people would have been allowed to be absent.	1/11/2016 9:50 AM
34	Wanted new years eve -but had to do it---got the rest off though	1/11/2016 9:50 AM
35	Leave over the Christmas period took a long time to be approved. Apparently due to the % allowed off not being received from higher management. being so late to be approved meant staff were unable to make arrangements. No Caring for staff and management passing the buck up the line.	1/11/2016 9:44 AM
36	Projects close down and forced to take leave when I don't actual;ly want to. Would be happy to undertake other roles (ops, etc) to assist over this period.	1/11/2016 9:13 AM
37	i work in a project area - leave is not usually a problem at this time, unlike the Ops areas which need to still provide a BAU service to claimants	1/11/2016 8:57 AM
38	I have term time so I wasn't actually contracted.	1/11/2016 8:55 AM
39	As I work part-time I did not require any additional leave. The leave allocation in my area was distributed fairly to my colleagues with more or less everyone getting the days they wanted. Having dsaid that I consider that the level of staffing required during the Christmas period was unreasonable and can well understand why it has caused problems in other areas.	1/11/2016 8:55 AM
40	Each member of my team had to work one of the days they had requested. This is because our leave is requested through workforce manager and too many people were off at our partner site at Runcorn. Although we cannot assist with their work, the workforce manager spreadsheet determined that we had to have more staff in at Warbreck House.	1/11/2016 8:50 AM
41	i was unable to request any more leave due to the % allowed	1/11/2016 8:46 AM

42	some people were granted 4 or more days and some of us struggled to obtain a half day! it came down again to 2 things, whether your face fits and how loud you shout about it. if you didnt want leave that should be ok but also, those wanting to take leave shouldnt be given more days.	1/11/2016 8:31 AM
43	We used to manage on 1-2 staff on our team for over 10 years over Christmas, however this year there was more in over Christmas than we have on a normal Monday or Friday! I received 1 email the whole day, and the phone didnt go once!	1/11/2016 8:20 AM
44	No problems	1/11/2016 7:58 AM
45	Just got used to having 1 day although did get other leave prior to xmas as xmas leave is now from 14.12.15 its get earlier every year.	1/11/2016 7:57 AM
46	Wanted two days off was only allowed one day. Names in the hat in the end. At least 5 of my colleagues had a full two week s leave and was granted it. I di think they should have given up some of their time.	1/11/2016 7:51 AM
47	It takes too long for requested leave but i hear the higher grades have their leave approved months in advance.	1/11/2016 7:35 AM
48	Because I rarely need the leave I am not affected. However, Team Leaders seem to manage leave to suit themselves. EG the staff absence % is "on a team basis" or its "on a room basis", or its "on a command basis". And "their" decision as I appreciate is based on business needs, but please stop changing the goalposts.	1/11/2016 7:34 AM
49	I work in Debt Management but don't have any direct contact with claimants. Leave is granted to as many as possible but we must ensure there is telephone cover, plus cover to complete urgent work such as PQs and FOIs. Enough of us want to come into work which means it's rare for us to have ask others to come in.	1/11/2016 7:21 AM
50	no problems - Senior management view was that for our small area one person needed to be in to answer telephones and attend to urgent enquiries. Two people did not want any leave, therefore, everyone was able to take the leave they wanted to take	1/11/2016 7:03 AM
51	no problem on our team to get whatever leave you required.	1/9/2016 9:17 AM
52	i only work on a saturday so it didnt really affect me	1/9/2016 9:16 AM
53	There is a limit to the amount of people that can be off and still maintain cover on the section. This will always mean that not everyone (other than those on term time) will be able to be accommodated. We try to take each others wishes and circumstances into account when making our requests so that everyone can have some time off. This could, however present some problems if someone is going away. We were slighly over allocation on a couple of days and were asked to reconsider our requests to see who was in a position to come in to work. This meant that some gave up days that had been requested.	1/8/2016 4:36 PM
54	N/A	1/8/2016 4:28 PM
55	I have no problems with my manager. If I am refused leave it is because I am requesting it late and it is a busy period. My manager never refuses granting me leave without a good reason.	1/8/2016 3:42 PM
56	wouldlike the time off inbetween xmas and new year just for once never had the time in 15 years	1/8/2016 3:17 PM
57	ALWAYS A BATTLE TO GET WHAT YOU WANT THOUGH	1/8/2016 3:06 PM
58	never a problem as I work in Projects	1/8/2016 2:54 PM
59	we kept asking to input our Christmas leave in Octobr were unable to do so until mid November and did not get a response until about 3 weeks before Christmas. Felt that this all could have been handle a lot better.	1/8/2016 2:51 PM
60	Leave authorisation was given far far too late, only 2 weeks before Christmas which was not enough time for staff to make arrangements. The same is for 2016 AL. We are now in January and staff are requesting time off for January and February but have now been told if they can have it yet. I myself have a HASSRA trip booked for 26-29 Feb but if these 2 days were to be refused I will loose £350-00. There is no reason why all Christmas leave and annual leave can not be sorted out long before it is. All free child places have gone for summer leave and it also has a knock- on effect for partners/family who also have to make plans where they work. Christmas leave should be sorted out by September and AL for the following year sorted out by November.	1/8/2016 2:50 PM
61	I am term time and have been for a few years. I always have 2 weeks at Christmas.	1/8/2016 2:50 PM
62	If onpening Christmas Eve, backroom support needs to be considered to allow good customer service	1/8/2016 2:49 PM
63	there were more people in over the festive period than on a normal week	1/8/2016 2:40 PM
64	No issues for me	1/8/2016 2:30 PM
65	i felt that if i asked for the least amount of time off ie. 1 day then it would be granted.	1/8/2016 2:17 PM

66	The job I do in Corporate Centre means that I can arrange my work around my leave requests. I know that this is not the case for Operations staff.	1/8/2016 2:16 PM
67	I ASKED FOR A CERTAIN DAY OFF BUT AS SOME PEOPLE HAD MADE ARRANGEMENTS BEFORE LEAVE WAS FINALISED WAS ASKED IF I WANTED ANOTHER SPECIFIC DATE OFF I SAID NO I DIDN'T WANT THAT DATE SO DIDN'T HAVE ANY EXTRA DAYS OFF - I WASN'T THAT BOTHERED ANYWAY	1/8/2016 2:06 PM
68	This year our management was alot more flexible in its leave over the Christmas period.	1/8/2016 2:02 PM
69	.	1/8/2016 1:52 PM
70	It appears that sense prevailed and that most staff received their requests. Only criticism is that the subject should be dealt with far earlier than was done so. This being down to senior, off site management, not delivering leave percentages as timeously as they should be. Staff wish to plan ahead and this is not pssible with such late settlement of the subject.	1/8/2016 1:46 PM
71	we were only told to request 1 days festive leave	1/8/2016 1:39 PM
72	Management have been excellent and pragmatic.	1/8/2016 1:38 PM
73	As far as I am aware eeryone within my Corporate team got the leave they requested. Personally I never request Festive Leave.	1/8/2016 1:32 PM
74	On our command further leave was made available. this was through email via team leaders, for some reason my team were not advised of this leave so had to work every day except one granted day, the rest of the room had extra days granted. as a team we feel that this was very unfair	1/8/2016 1:28 PM
75	Every year is the same, so I haven't asked for any leave for a while now. However, if I really did want leave at Christmas, because I have done without for a number of years now, I would expect to get at least some of what I requested. But I know this wouldn't happen.	1/8/2016 1:25 PM
76	I only asked for 2 days but was asked by my line manager to give up a day because they needed a % of people in work. I later discovered everyone had been asked to give a day up but most of my team had booked 4+ days so were not as affected as I was. I do not think I should have been asked to give up anything seeing as I had only booked 2 days anyway and one of thise day was Monday 4th Jan so was no counted as part of the Christmas period.	1/8/2016 1:15 PM
77	Restrictions seemed even worse than previous years.	1/8/2016 1:01 PM
78	I always have to give up days that i have requested during Xmas week. I am very lucky to have New Year week off as i only work part year.	1/8/2016 1:01 PM
79	There are always problems with Xmas Leave and have had these problems for the last 20 years. After term time, NWD etc, everyone was only able to have one day's leave. I don't know why there is always a problem, you can only take your leave once and once its gone, its gone. I do not know why there had to be 75 % in during xmas when there was less than this in prior to the xmas week.	1/8/2016 12:59 PM
80	management expect too many staff in over a relatively quiet period and its hard on those will families to plan. If i want book a holiday and it falls over christmas i cant request it until sep, oct then it takes till end nov early dec before a decision is reached. Christmas leave needs to be organised a lot earlier.	1/8/2016 12:58 PM
81	Leave this year was harder for other grades	1/8/2016 12:57 PM
82	When extra Christmas leave was released it was on a first come first serve basis. It was a race to send emails to the Performance Team. I know I sent mine before my colleague but she was given days that I was declined!! What a palava! What fairness!!	1/8/2016 12:56 PM
83	I had no problems with A/L over Christmas...that said I work in a very small team of 3 who all consider each others needs so there wasn't a problem...no bickering or selfishness!	1/8/2016 12:47 PM
84	I work on a very small team (2) we sorted it out between us, one had week before and the other the week between.	1/8/2016 12:46 PM
85	i am part time part year so was not affected by this but our annual leave for 2015/2016 has still not been sorted out	1/8/2016 12:44 PM
86	survey not quite appropriate as I requested 2 days but only got 1	1/8/2016 12:40 PM
87	I dont usually request leave at christmas, as i dont celebrate it plus it is needed more by those with young children.	1/8/2016 12:37 PM
88	I was working half days for two days during the christmas and 2016 has been given the okay	1/8/2016 12:35 PM
89	In the team I work in no one has children so we all just agree between ourselves who's working what. I imagine things would be very different if we needed to take leave because we're a very small team (only 3 of us). Out of interest though our manager didn't ask us if we were ok with the fact that they just booked 2 weeks off!!	1/8/2016 12:31 PM
90	No problems with getting leave required but it may be because I work in a project area.	1/8/2016 12:30 PM

91	concerned about percentage of cover requested, OED looked at cover as a whole, when my area is not connected to other areas in OED	1/8/2016 12:29 PM
92	N/A	1/8/2016 12:29 PM
93	They seemed to learn from last years debacle to be honest.	1/8/2016 12:27 PM
94	The staffing requirements are too high and do not match the the vastly reduced amount of work needing to be processed. We all understand that a staffing presence is required however the 75% staffing levels are vastly elevated. This is not an effective use of tax payers' money and does not make any economic sense. Simple supply and demand principals do not justify the economic implications of having buildings open and such high staffing level ratios to incoming work.	1/8/2016 12:25 PM
95	Not as much bad feeling as 2014 xmas leave but in my room the Heo spent all morning on 31/12/15 ringing people who she thought should be in work that day, seems managers are unable to record leave properly for term time staff or part-time staff.	1/8/2016 12:25 PM
96	THE REQUEST FOR XMAS LEAVE WAS NOT MADE CLEAR AND I ONLY ASKED FOR 1 DAY INITIALLY WHICH I GOT HOWEVER AS OTHERS HAD APPLIED FOR MORE AND WAS GRANTED I THEN ASKED FOR THE EXTRA DAYS AS THERE WAS SCOPE	1/8/2016 12:25 PM
97	I work on a very small team (3 people) leave is worked out between us, as long as 1 person is in work, leave is granted.	1/8/2016 12:23 PM
98	Decisions need to be made earlier. My relatives do not live locally and therefore not enough notice was given to be able to take advantage of an cheap fares. I also could not confirm that I would be able to attend an event as a decision on entitlement had not been made.	1/8/2016 12:18 PM
99	none	1/8/2016 12:15 PM
100	I kept my leave request to a minimum as last year I was accused of being greedy!	1/8/2016 12:14 PM
101	Festive Leave was approved without question	1/8/2016 12:13 PM
102	My colleague and I covered all of the days between us. There were only two days that we both wanted to be off so we compromised and worked one each.	1/8/2016 12:13 PM
103	I only wanted one day apart from Xmas Eve but may have misunderstood the amount of leave we could request. I applied for 3or 4 days I think was granted two but decided to only have 1 and advised the HEO that the other one could be allocated to another member of staff.	1/8/2016 12:12 PM
104	WAS ALL OK	1/8/2016 12:12 PM
105	Although I was allowed the 3 days off that I wanted my line manager did challenge the fact that I wanted to take it all as flexi even though I had accumulated in excess of 3 days flexi.	1/8/2016 12:12 PM
106	Festive leave has never been a problem in the area I work. It is Summer leave that is the problem	1/8/2016 12:11 PM
107	We were only allowed to take 2 days off over the festive period. People who did not want to be off over Christmas had to take 2 days off regardless. Even on the 2 days off we still had to negotiate on the popular days so could not choose when we wanted to be off. I dont see the need to remain open when local councils can close, Attendance Allowance we believe were able to come and go as they pleased. I believe if you have built up your flexi beforehand you have already contributed to the workload and should be able to take the time off. We were advised we did not have to work a full day over Christmas however were allocated a full days work to complete.	1/8/2016 12:11 PM
108	Over staffed - lots of time sat around waiting for calls!	1/8/2016 12:10 PM
109	I was able to take the day before Christmas Eve off and Monday the 4th but had to work 3 days inbetween despite some of my colleagues being able to take two days off inbetween.	1/8/2016 12:10 PM
110	i requested to take off the Tuesday and wednesday. i was taken into the office to say i would be required to come in on new years eve (thursday) this is a non contracted day for me, so i said no. HEO gave a few urms,arhs then said i would be need on the tuesday. it felt as though it didnt matter what i had asked for they were going to make me come in for at least one of the days over the period.	1/8/2016 12:09 PM
111	I was very happy with the leave I was given over the festive period	1/8/2016 12:09 PM
112	Skeleton staffing was required across the Programme and through positive team working everyones leave was granted. Programme senior management took a pragmatic approach allowing people who wanted to work remotely or from home to do so... A perfectly positive experience.	1/8/2016 12:09 PM

113	I had no problems getting leave over the festive period but this is only because my working contract is term time and i am off for a two weeks, so i am not contracted to work but i think it would have been a different matter if this was not my contracted working pattern. This survey should be sent out regarding Easter leave and Summer leave as these are the times when staff are being refused leave because part time staff and term time staff are being used in the calculation for staff being able to take leave	1/8/2016 12:09 PM
114	Although it could have been sorted earlier. I felt it went ok. I know we were late in being given the percentages from higher management so that needs to be taken further with them so we can get Xmas leave sorted out earlier than was done this year.	1/8/2016 12:09 PM
115	I'm not bothered about leave at Chrstmas. However, the way annual leave has been arranged for next year has been a shambles,	1/8/2016 12:08 PM
116	do not usually get all leave requested but deliberately don't request a lot so won't be disappointed	1/8/2016 12:08 PM
117	I requested the weeks before and after Christmas as my son from Australia was visiting. When my line manager found out why I wanted extra leave, she asked if I wanted to take some additional days to cover the whole of his visit.	1/8/2016 12:08 PM
118	In August last year i was asked by my daughter if i could fly out to australia for the christmas period to stay with her and her partner, they would pay for both myself and my son which was an exceptional opportunity. I asked in advance thinking if i gave enough warning i would be able to take the month as it was a one off. This request had to go to the SEO and i was told i had to wait until October and to see what the AL for christmas was like, everybody has family and friends they want to see over christmas. As a result we could not book the flights and i could not go to Australia. I am finding the 6 year pay freeze very difficult and like many struggling terribly, how can MP'S get a 10 percent rise and here in the north we get nothing. Its a disgrace.	1/8/2016 12:07 PM
119	To not know if/how you are going to be able to cover child care school hols until less than 3 weeks before the school holidays was very stressful. I cannot believe we have this farce every year on AAU. It's no different to the way annual leave is dealt with by our managers.	1/8/2016 12:06 PM
120	It was okay	1/8/2016 12:05 PM
121	I received all leave requested this year	1/8/2016 12:05 PM
122	Each year management leave it too late for people to be able to plan breaks. I find it very stressful and don't bother asking for leave now as it just makes me more stressed than I already am. For the sake of my health it is easier not to bother.	1/8/2016 12:05 PM
123	MY FIRST YEAR IN NEW ROOM AND SECTION, DID NOT WANT ANY DAYS OFF THIS YEAR. IN PREVIOUS YEARS ON OTHER SECTS I USUALLY GOT WHAT I WANTED	1/8/2016 12:05 PM
124	We had no problems in our area. There was flexibility between staff and we managed without problem.	1/8/2016 12:04 PM
125	been more accommodating than last year.	1/8/2016 12:04 PM
126	NAMES WERE PUT ON LIST TO GO HOME EARLY ON NEW YEARS EVE BUT THE LIST WAS NOT USED AND ONLY ABOUT 2 PEOPLE WENT HOME EARLY BUT WE WAITING FOR CALLS, AT LEAST 9 MINUTES IN BETWEEN	1/8/2016 12:04 PM
127	Xmas leave is not the biggest problem - it is the erosion of leave through the year setting us against each other so as not to be forced to take leave in February or November rather than when the weather is better!	1/8/2016 12:03 PM
128	was informed that if i requested only one day i would most likely get it ,this did not happen and was allocated nothing until i asked why ,i was then told the day i requested was not available but could have the fri before which i took Thanks	1/8/2016 12:03 PM
129	every year limit on leave but prior to helpline goes quiet and this year as more staff recruited phonelines had waiting time between calls and new years eve long waits between calls and more staff could have been granted time off and previous year a raffle was done close to leave to allow further days off as forecasts had altered but nothing like this this year.	1/8/2016 12:03 PM
130	The time taken to agree leave is absurd at times, this year was easier with the way the days fell, but sometimes it is very hard to gain sufficient leave in enough time to plan events and family gatherings	1/8/2016 12:03 PM
131	I WANTED ONE DAY 31/12 BUT TOO MANY WANTED SAME DAY SO GAVE UP DAY AND TOOK 21/12 OFF INSTEAD	1/8/2016 12:02 PM
132	I asked for 3 days but did say that if necessary I would come in for 1 of the days.. As they were short on 1 day I was asked to come in.	1/8/2016 12:02 PM
133	It's Christmas not Festive!!!!!!!!!!!!!!!!!!!!!!	1/8/2016 12:02 PM

134	I was granted Mon/Tues (21/22nd dec) but not Wed 23rd. I dont work Thursdays so if the 22nd granted it would have meant a full week off. As it was I had to come in for one day and had to put my son in a sports club for the day.	1/8/2016 12:02 PM
135	Because I work part year and contracted out for the 1st week I was pressurised to "volunteer" to cancel 50% of my requested leave in the 2nd week. Part year should not affect my leave requests.	1/8/2016 12:02 PM
136	Our team is not an operational team - its a specialist team so whether that had any bearing on allowing the leave I couldn't say.	1/8/2016 12:02 PM
137	i would of liked to be of all off it 2wks	1/8/2016 12:02 PM
138	FESTIVE LEAVE FINE, NORMAL ANNUAL LEAVE VERY LATE.	1/8/2016 12:01 PM
139	I contract out w/c 27th to ensure i get it. luckily some colleagues chose to come in so those who wanted time off got it.	1/8/2016 12:01 PM
140	I am term time so have a weeks leave anyway at this time. I am happy with what i got an only had to come in 1 day which was more than fair.	1/8/2016 12:00 PM
141	Very low key.	1/8/2016 11:59 AM
142	ONLY ASKED FOR 1 DAY. THERE WAS AN ISSUE FOR THAT DAY BUT I WAS UNWILLING TO GIVE IT UP.	1/8/2016 11:59 AM
143	I am fortunate that my work is linked to Policy, that in turn, is linked to Parliament which is not operational over Xmas. I worked in Ops and Live Support for many years where Xmas leave was harder to obtain.	1/8/2016 11:58 AM
144	I'VE TICKED YES, BUT THIS IS NOT ACTUALLY RELEVANT TO MYSELF AS I AM FULL TERM TIME.	1/8/2016 11:57 AM
145	it is not flexible enough. last year i requested 1 day and was given another day i did not want or require. i was told "tough" really not good enough	1/8/2016 11:57 AM
146	all dealt with at the last minute	1/8/2016 11:57 AM
147	I am fortunate that I work in an area where there are enough people who want to work the festive period. Therefore there has been no problem taking time off.	1/8/2016 11:56 AM
148	noticed that days where people had requested but were asked to sacrifice everybody in the call centre was sat in ready for minutes on end waiting for calls, this means potentially surely more percentage of leave should have been granted, although i do appreciate some staff were asked if they wanted to leave earlier	1/8/2016 11:56 AM
149	Team leader not the most leave on our team!!	1/8/2016 11:56 AM
150	I have 2 NWD so the dates worked out well for me.	1/8/2016 11:54 AM
151	Over the last few years I have taken all leave between Christmas and New Year and this has not been an issue in my area of work. This year I had started a new role and for personal reasons I was happy to work over the period and save my leave for later in the year - it all depends on whether I am "doing" Christmas Day at mine or not. As I wasn't this year I was happy to work.	1/8/2016 11:52 AM
152	I am currently on DD to a project within Finance who were happy to grant my leave request due to the nature of the work. Where I was working wouldn't of been so accommodating	1/8/2016 11:52 AM
153	We were advised to only ask for one day as that's all they would say yes to. I requested 2 days but was only granted 1 day.	1/8/2016 11:51 AM
154	No problems requesting and taking annual leave this year. In fact, I had to take an extra day due to car problems and this was accommodated.	1/8/2016 11:51 AM
155	This was the first year everything was granted and only due to other colleagues covering willingly.	1/8/2016 11:51 AM
156	HAD NO LEAVE LEFT TO TAKE	1/8/2016 11:50 AM
157	I have a term time contract for christmas	1/8/2016 11:49 AM
158	This year all staff were asked what leave they wanted. when too many people wanted time off all staff that had asked for more than one day were told they had to give this request up and only one day each would be allowed. this has happened before on this command and this is why i didnt bother requesting any other leave than what we were given	1/8/2016 11:47 AM
159	the day i asked for was an emergency so that is probably why i got it. the second week was non contracted. i believe if i had requested any that week it would have been restricted to 1 day	1/8/2016 11:47 AM
160	If you ask for 1 day you normally get it. If you ask for more than that then normally you need to give at least one day up and never end up getting the day you really need.	1/8/2016 11:38 AM

161	I really think that the union should be requesting/demanding the figures for work/calls presented across the different units on all of the days of the xmas period to see what managers are basing their leave quotas on. Surely there is not 75% of "normal" contact with DWP, and even if so, shouldn't DWP just manage the expectations of customers like they do in the job centres where they simply do not arrange interviews and can staff accordingly. Advertise shorter hours or more days shut/reduced staffing. Lines can be closed so that more calls are not presented on call centres etc.	1/8/2016 8:23 AM
162	I was informed that although the day I was "forced " to attend had sufficient cover - the staff in post requirement was worked out on a weekly average - I asked why it couldnt be calculated on a monthly average and did not receive a response.	1/6/2016 8:34 AM