

**Q5 Please leave any comments or details of specific requests from managers. Answers are anonymous names will not be shared with anyone.**

Answered: 45 Skipped: 114

#	Responses	Date
1	on numerous occasions i have been asked to change my leave which mean i have not been able to match with my partners leave. Also when i have asked how it was decided on which people have to change their leave, no-one could answer that.	2/2/2016 9:43 AM
2	Why are some SEO commands managing the AL in different ways, by command and by section. ?	2/1/2016 3:58 PM
3	some weeks were heavily subscribed and people in work were asked to change those on leave were not asked to change as it had to be done immediately. Its always the same people who are asked to change - leave should be sorted and approved before the start of the leave year ie 1st December. Its getting harder to get your leave as more people have 30 days maybe percentage off needs increasing as people have non working days - 3 off takes it over the allowable 20% some days but only by a small amount should perhaps be 25% to allow 3 off!!	2/1/2016 9:35 AM
4	Whilst my leave has been agreed, I did ask if 1 week could be changed for another and it was refused.	2/1/2016 8:21 AM
5	although as far as i am aware my leave has been agreed, i know that many people here warbreck house are extremely disappointed that theres hasn't	2/1/2016 7:16 AM
6	I still have some A/L left to book and they have not yet opened the remaining A/L not booked for period June-Sept 2016 up to enable other staff to apply and book so I have been granted my 2wks but require other dates and as not been able to apply don't know whether will get	1/29/2016 11:09 AM
7	there was a problem initially with the days i wanted as they were over subscribed and was asked if i could change my days	1/29/2016 8:31 AM
8	WORK IN SMALL AREA WITH NO TELEPHONY	1/28/2016 12:39 PM
9	I've answered No to question 2 because it requires an answer. The answer really is I don't know, because it's not been agreed yet!	1/28/2016 10:52 AM
10	Staff should be able to book annual leave 12 months in advance so that they can plan their holidays. Not a/l can be booked 3 months etc in advance.	1/28/2016 7:55 AM
11	Question 3 is missing button for 'Other ' which applies to me. Would not let me submit unless I choose another option as well .	1/27/2016 3:33 PM
12	NO COMMENTS ABOUT ANY REQUESTS BUT THE LEAVE I'VE BEEN GRANTED WAS BOOKED A YEAR IN ADVANCE	1/27/2016 8:19 AM
13	ENCOURAGED TO REQUEST LATER WEEK IN SEPTEMBER AS FIRST CHOICE CAME INTO THE LAST WEEK IN AUGUST.	1/26/2016 3:40 PM
14	leave is usually okay even at short notice as long as there is cover	1/26/2016 12:45 PM
15	As I only started in October I was only able to book 10 days as all the leave has been taken up, I therefore have 5 days that I cant utilise, I feel the system is unfair on new starters as we are literally given the crumbs on annual leave	1/26/2016 10:57 AM
16	Still waiting to be informed if leave has been agreed. Was advised 31/12/15 that certain weeks were a problem and we were all contacted to reconsider. Advised this might not be an issue now as more employees are due to join the command. Was due to find out 21/01/16 if leave had been agreed but I have not heard as yet.	1/26/2016 9:33 AM
17	Only started last september	1/25/2016 5:48 PM
18	Q 2 N/A as no @ Q1	1/25/2016 2:07 PM
19	We keep being told that any annual leave still available during the summer months will be "opened up" for us to book. However to date this has not been done	1/25/2016 12:32 PM
20	as with helpline always difficult to get leave any time outside of summer leave and sumer leave period seems to grow each year to take up more time, also school holidays still a problem and if not put in 364 days in advance difficult to get even with new staff coming in , still problem of staff booking mons and fridays off so stopping full weeks being available and needs to be stopped	1/25/2016 12:02 PM
21	Late in being agreed.	1/25/2016 10:27 AM

22	At the moment leave has only been agreed until the end of October, still waiting to hear if leave requested in November will be agreed.	1/25/2016 10:02 AM
23	I have returned from maternity leave and have not been allowed some leave as it was in red. this is as I did not apply for annual leave during my mat leave, something I was not aware I should have been doing	1/25/2016 9:47 AM
24	Not enough people allowed off at same time. ie during school holidays when people want to take time off to spend time with children, not just if they can't get someone to look after them. There only young once & parents should be able to spend valuable time with them whilst there growing up.	1/25/2016 8:10 AM
25	Within the Disputes Service Centre at Warbreck House they have not acted on the email by Richard West and Co. and are instead speaking to their Senior Managers about putting some other arrangement in place??!?!? Everyone is really unhappy about this and would like this sorting out as we are still waiting for leave to be confirmed. Perhaps the Union could email Richard West or consult with Bill Wilson who I think is the Disputes Grade 6.	1/23/2016 4:56 PM
26	Annual leave this year has been a shambles. To wait until mid-January to have leave authorised is not professional and has caused a great deal of ill feeling with all staff. Staff have missed out on cheaper holiday bargains and free child places and when we are not getting a pay rise, the pounds do count !!! even the template we have had to use is the most un-user friendly time consuming document. All annual leave should be submitted in September and signed off by 31 November so staff make plans. Many staff also have to liaise with family members or friends or school holidays and this has not been taken into consideration at all. We all work hard and should be able to sort leave out but the way leave has been held back by higher management has lost us a lot of goodwill and resentment from staff which no doubt will be reflected in the staff survey results.	1/22/2016 3:35 PM
27	some manages micro manage leave. Grade 6s need to let their managers manage leave.	1/22/2016 3:07 PM
28	Asked for Annual Leave details for 2016 back in November but wasn't able to confirm what I needed at that point. By the time the dates could be confirmed I was told I was unable to book those days - unfortunately I cannot cancel the holiday but have been refused the leave. May be forced to take drastic measures.	1/22/2016 2:52 PM
29	No request submitted yet.	1/22/2016 2:33 PM
30	I get the weeks that I want because I have a term time contract, but other staff within this area struggle to get time off in what management call peak periods but these are always the term time weeks, which equate to around 13 weeks a year. This year these so called peak periods of leave have increased to 16 weeks where staff have to struggle to get time off. How can a time of year be classified as a peak period because of term time staff when they are not meant to be taken into any calculation for leave.... as not contracted to work these weeks. Term Time staff are made to feel uncomfortable as they are used as the blame for other staff not being able to get leave.	1/22/2016 2:31 PM
31	Cajoled to taking a holiday later in the year so AL requirements could be met. Also had to give up days requested. There is also rumour that the leave allowance each day is to be reduced to 18%? Why are staff that are not contracted to work on days being taken into account on leave allowance for the day??	1/22/2016 2:00 PM
32	There have been indications in the room that we (locally) have to meet the 18% figures...	1/22/2016 1:54 PM
33	I work in BSD and we were not informed about what had been agreed until 15/01/16	1/22/2016 1:54 PM
34	I have not requested any specific summer leave so this really wasn't applicable for me.	1/22/2016 1:54 PM
35	I've not requested all of my 2016 leave entitlement yet as I don't know when I want to take it; the 3 weeks I have requested have not been queried	1/22/2016 1:45 PM
36	There is clearly an agenda with these questions. It is not a survey on annual leave. Make this clear before I waste my time going into it.	1/22/2016 1:42 PM
37	he asked for the summer leave to be looked at as I want 13 days and usually only allowed 10 in August?	1/22/2016 1:33 PM
38	I have been asked to swap days. I know other members of staff have had leave problems	1/22/2016 1:30 PM
39	I know my colleagues have been asked to rearrange leave due to 20% maximums being breached. I have not booked any leave this year other than 2 days due to having no actual holiday booked or childcare commitment but know that I will have difficulty booking a week or two weeks in summer time. I did not agree to advance booking my whole year leave entitlement as I prefer some flexibility. Appears this won't be the case when I want leave now.	1/22/2016 1:27 PM
40	The only issue is that we have been advised we cannot book leave if we do not have the annual leave entitlement to cover that request. This means that in effect, the 2 days a month we are supposed to be able to take as flexi days is now impossible to take as leave availability on helpline is so restricted that we normally need to book leave 12 months in advance before it is booked up, and as they will not take into account flexi being built up, only what leave we have left, this means that in effect we are having to 2 days a month flexi facility taken away from us. In addition to having fixed hours this means we are significantly disadvantaged in comparison to colleagues on operations.	1/22/2016 1:24 PM
41	LEAVE ALL AGREED BUT LEFT TOO LATE TO BOOK GOOD HOLIDAY DEALS	1/22/2016 1:22 PM
42	we put our leave in October/ November, we are still waiting to be notified of our leave requests apart from one 2 weeks summer period which has been agreed	1/22/2016 1:22 PM
43	We have not yet been required to place our annual leave.	1/22/2016 1:21 PM

44	All good this year under new mangement and got all leave requested. All fair at the moment	1/22/2016 1:20 PM
45	I wanted to book just one day off on Monday February 8th and I felt my manager James Cheal pressured me into booking the full week instead. Apparently they prefer full weeks to single days	1/22/2016 1:19 PM