Leave Management Application

Law and Legislative Affairs Department

03rd November 2015

Contents

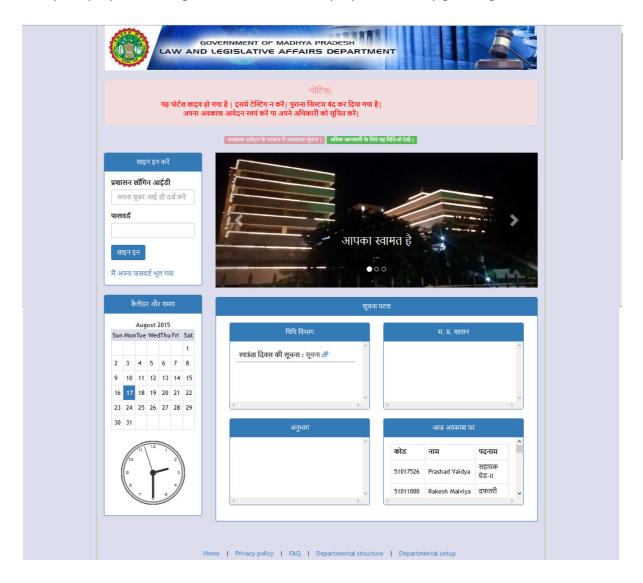
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1. Leave Management Portal

1.1 Home Page

Employees can login on the home page. Notification dashboard is created on the Home page to display latest circulars, information about employees on leave today, employees retiring in the month and employees birthday greetings.



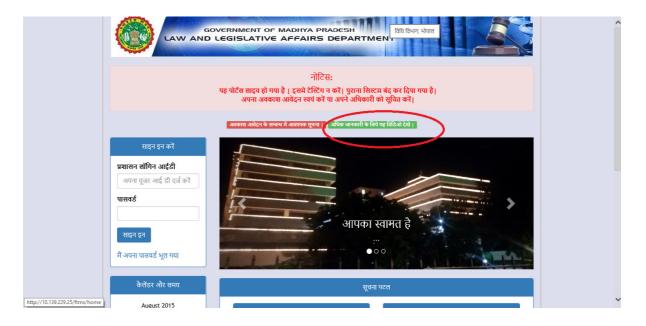
1.2 Frequently Asked Questions

There is a section highlighting frequently asked questions related to leave process. Link to frequently asked question is available under the heading of 'FAQ' on the home page.



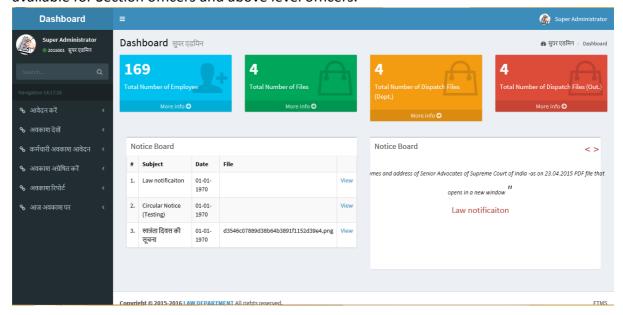
1.3 Video showing steps for login and applying leave

There is a video uploaded in the portal highlighting steps for login and applying leave process. Employees can login and check the video to learn the steps for login.



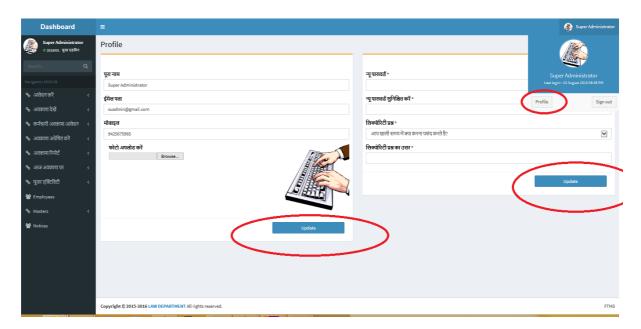
1.4 User Dashboard

Once an employee logs in with his username and password, his leave dashboard will be visible to him. Employee can apply for his leave from "आवेदन करें "tab. There will be selective tabs available to each employee, and additional tabs available for Section officers and above level officers.



1.5 Update Profile

Employee can login and change his profile fields from the "Profile" Section in the login. Employee can update his email address, mobile number, security question etc. and change his password from the "Profile" Section.



1.6 Leave Application Page with types of leaves

Following types of leaves can be applied for from the "आवेदन करें "tab.

- 1) Casual Leave (आकस्मिक अवकाश)
- 2) Optional Leave (एक्छिक अवकाश)
- 3) Earned Leave (अर्जित अवकाश)
- 4) Half Pay Leave (अर्धवेतन अवकाश)
- 5) Official Tour (शासकीय प्रवास)
- 6) Special Leave (जैसे की मातृत्व, पितृत्व, बच्चे की देखभाल के लिए अवकाश एव। विशेष अवकाश)
- 7) Head Quarter Permission (मुख्यालय छोड़ने की अनुमति)

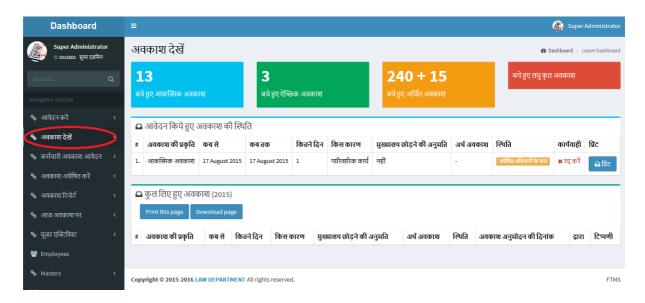
All the rules applicable for the application of leave in the portal are as per Government of Madhya Pradesh Leave Rules.

*Current leave balance is updated in the software as provided by the Establishment Section of the department.



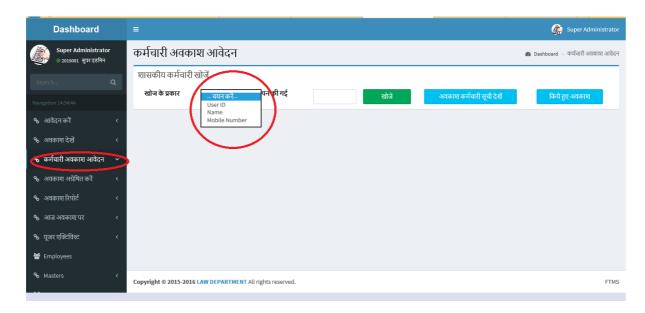
1.7 Applied Leave Page

Employee can see all the leaves applied by him/her in this functionality. It shows the current status of the leave application as to where the leave is pending in the system.

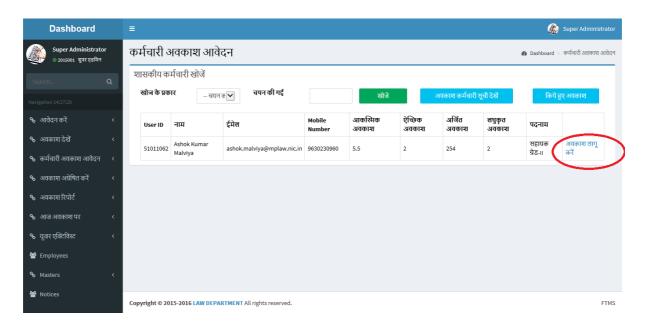


1.8 For the Section Officers and above level officers:

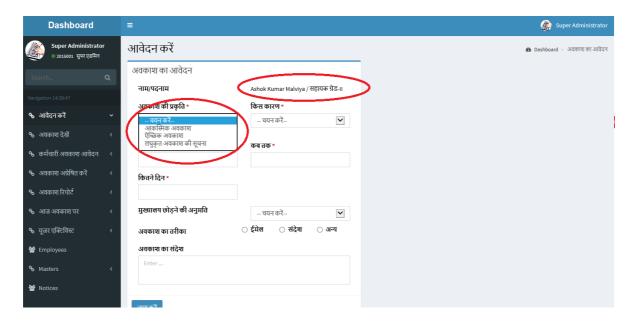
For the officer level login, additional permissions are created in the system. At this level, officer can register leave request on behalf of any other employee for casual and Optional leaves. Also, if an employee sends an application for leave on medical reasons, an intimation can be registered in the system for the same. Easy search options are provided to find out the employee unique ID for whom leave has to be registered.



1.9 Leave application types available for officers(For applying leave on behalf of others):

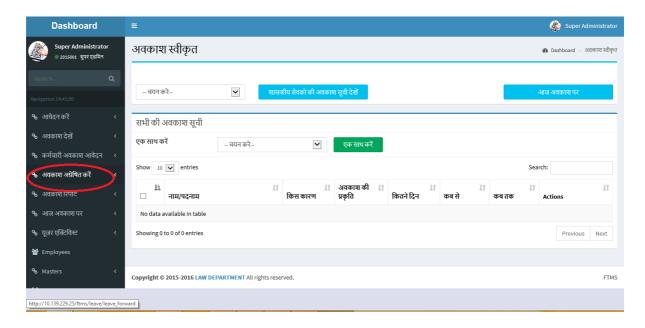


1.10 Options available (For registering leave on behalf of other employee)



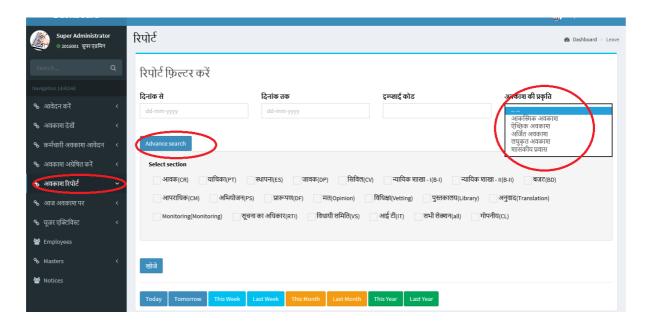
1.11 To forward leaves of employees:

Leave application of an employee is sent to his first reporting officer (सम्बधित शाखा प्रभारी). Once leave is forwarded by the first reporting officer, it will go to the approver of the leave.



1.12 Types of reports available: (Only for Section Officer and above levels of officers)

Various types of reports are available for viewing to the officer level employees.



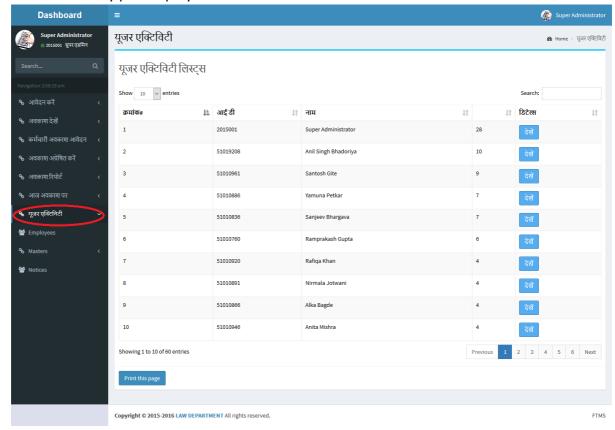
1.13 To check people on leave today:

This option is available for viewing for officer level employees. This report is available on the home page of the application also.



1.14 To view User Activity on the portal (rights given to Principal Secretary, Secretary & Additional Secretary Only)

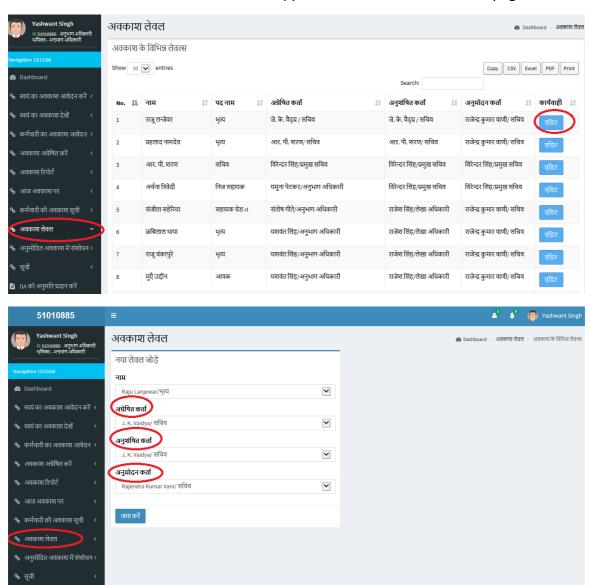
There is a special report available in the login of senior officials. They can view the user activity per employee.



1.15 Rights created for Establishment Section

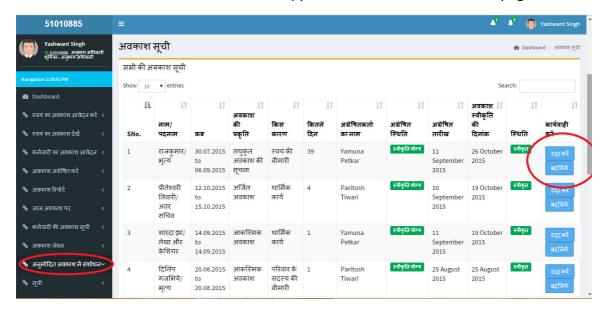
The management of leaves is taken care of by the Establishment Section of the department. Module is created for management of leaves for the employees at the Establishment Section.

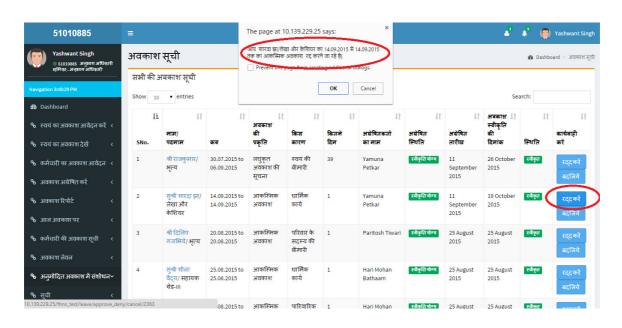
1.15.1 Modification of approver of leaves for each and every employee
The levels of leave approval can be modified on this page.

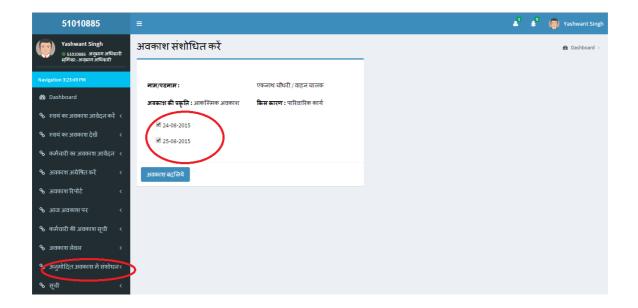


1.15.1 Cancellation/Modification of leaves

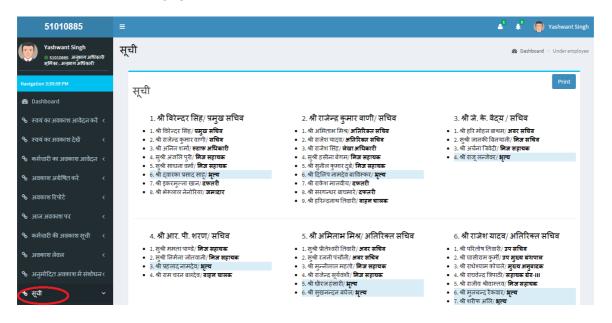
The levels of leave approval can be modified on this page.







1.15.2 View List of Employees working under an Officer
All the employees working under an officer can be viewed from this link.



2. Rules of Leave Management System in FTMS

Types of Leave available in the system:

- 1. Casual leave
- 2. Optional leave
- 3. Earned leave
- 4. Half pay leave/Commuted leave
- 5. Head Quarter leave
- 6. Official tour
- 7. Special leave like
 - i) Maternity leave
 - ii) Paternity leave
 - iii) Child care leave
 - iv) Special leave for women

2.1 Rules of Casual leave:

- 1. Any employee can apply Casual leave, which can be less than or equal to the remaining leaves in current year account (An employee is entitled to 13 casual leaves in a calendar year).
- 2. Employee can apply maximum 8 casual leaves at a stretch at any given point of time.
- 3. If employee want to deduct Sunday, Saturday or other holiday within this leave, they can subtract days from total days.
- 4. Employee can also choose to apply half day leave.
- 5. Employee cannot apply Casual leave if already CL or EL or HPL leave is applied on the same day in the system.
- 6. Employee cannot apply Casual leave in continuation to an already existing EL, HPL in the system.
- 7. Casual leave can be applied along with an Optional leave.

2.2 Rules of Optional leave:

- 1. Any employee can apply Optional leave if there is a balance in the optional leave account.
- 2. An employee is entitled to 3 optional leaves in a calendar year.
- 3. Employee cannot apply Optional leave if already an entry for a CL or EL or HPL leave is present in the system for the same day.
- 4. Employee cannot apply Optional leave in continuation to an already existing leave in the system.
- 5. Only one Optional leave can be applied at a time.
- 6. Optional leave can be applied along with Casual leave.

2.3 Rules of Earned leave:

- 1. An employee can apply Earned leaves less than or equal to the remaining leaves in earned leave account as per MP Civil Services Leave Rules 1977.
- 2. If an employee applies for Earned leave on same day on which already a CL or OL is approved in the system, EL can be applied. After approval of EL, existing CL or OL will be automatically cancelled and CL or OL leave account balance will be updated accordingly. If the existing application of CL or OL is still in the approval process, then it will be cancelled. A message will be generated showing cancelled leave status.
- 3. Earned leave cannot be clubbed together with CL or OL. If a CL or OL is taken on a Friday, and next 2 days are calendar holidays. If the employee tries to apply an EL from Monday, system will not allow this application to be submitted. The application will have to start from Friday, and after approval, the CL or OL will be cancelled and leave account will be update accordingly.
- 4. If EL is already applied and approved in the system, and next EL application starts after the holidays falling in calendar days, the holidays will be converted to EL automatically.
- 5. Employee can apply EL after HPL and can be merged with HPL.
- 6. If there are holidays in between start date and end date of Earned Leave, then all the holidays will be shown as EL and they will be deducted from the Earned leave balance.
- 7. Employee can also select headquarter permission dates in system with EL, if headquarter permission is sought for the holidays before or after the actual earned leave date. Headquarter permission days will not affect original days deducted for leaves.
- 8. Employee can apply 120 EL at a time.

2.4 Rules of Half pay leave:

- 1. There are 2 types of HPL available in the system Half pay leave and commuted leaves.
- 2. An employee can apply HPL less than remaining leaves (maximum 180 days) in current HPL leave account.
- 3. If an employee applies for Half pay leave on same day on which already a CL or OL is approved in the system, HPL can be applied. After approval of HPL, existing CL or OL will be automatically cancelled and CL or OL leave account balance will be updated accordingly. If the existing application of CL or OL is still in the approval process, then it

- will be cancelled. A message will be generated showing cancelled leave status.
- 4. Employee can also apply HPL along with Earned Leave. HPL cannot be clubbed together with a CL or OL.
- 5. Employee can apply EL after HPL and can be merged with HPL.
- 6. Employee can also select Head Quarter permission dates in system with HPL, if Head Quarter permission is sought for the holidays before or after the actual earned leave date. Headquarter permission days will not affect original days deducted for leave.
- 7. Employee can apply HPL after EL and it can be merged with EL.
- 8. Employee can apply 180 HPL in the complete service of an employee.
- 9. While applying for HPL, sickness certificate date needs to be mentioned, if user selects the sickness date as same date as the HPL start date, then system counts all days as a HPL.
- 10. If, sickness date is later than the HPL date, then HPL is deducted from the sickness date and rest of the days automatically converts to Earned Leave.
- 11. If HPL is already applied and approved in the system, and next HPL application starts after the holidays falling in calendar days, the holidays will be converted to HPL automatically.
- 12. Sickness certificate is to be attached along with the HPL application taken on medical grounds.

2.5 Rules of Commuted leave:

1. All rules same as HPL, there is only one difference that the medical certificate is compulsory for this type of leave. Any employee can apply maximum half of the balance of the HPL.

2.6 Rules of Headquarter Permission leave:

- 1. This is an information which can be registered in the system for days including Saturdays, Sundays and holidays, if an employee wants to leave the head-quarter and travel.
- 2. No leave is deducted for headquarter permission sought on Government holidays.
- 3. Head quarter permission can be applied with or without holidays.
- 4. Head quarter permission can be applied only for the Government holidays, and a message box is provided to mention the time of leaving the headquarter.

2.7 Rules of Official tour:

1. This leave can be applied on any calendar day including Saturdays, Sundays and holidays, if an employee wants to leave the head-quarter

- for any official work. Officer recommendation/order should be recorded.
- 2. Employee can apply a leave before or after such official tour information with officer sanction details.
- 3. No leave balance will be deducted for official tour leaves.

2.8 Rules of Special leave:

- 1. This is a special leave provided by Government of M.P. Rules, orders.
- 2. This leave can be applied with or without holidays.
- 3. No balance will be recorded for this type of leave. Only dates of leave will be recorded for audit trail.
- 4. This leave will be approved as per the existing government rules.

2.8.1 Rules of Maternity Leave:

- 1. Maternity leave can be applied by only female employees.
- 2. Maximum 180 days can be applied at a time.
- 3. This leave can be applied with any type of other leaves.
- 4. This leave can be applied which is inclusive of all holidays in the calendar.
- 5. This leave can be applied with headquarter permission.

2.8.2 Rules of Paternity Leave:

- 1. Paternity leave can be applied by only male employees.
- 2. Maximum 15 days can be applied at a time.
- 3. This leave can be applied with any type of other leaves.
- 4. This leave can be applied which is inclusive of all holidays in the calendar.
- 5. This leave can be applied with headquarter permission.

2.8.3 Rules of Child care leave:

1. Child care leaves can be applied by only women employee, 730 days in whole service and not more than three times in a year.

Note: Data for Maternity and Paternity leaves is still not updated in the system.

2.9 Rules of Leave approval in the department:

Different rules are applicable for leave approval in the department.

2.9.1 For Class III and Class IV employees

- 1. For all Casual Leaves and Optional Leaves, the Secretary Establishment will be the final approver.
- 2. For all the Earned leaves and Half pay leave less than 7 days, the Secretary Establishment will be the final approver.

3. For all the Earned leaves and Half pay leave equal to 7 days or more than 7 days, the Principal Secretary will be the final approver.

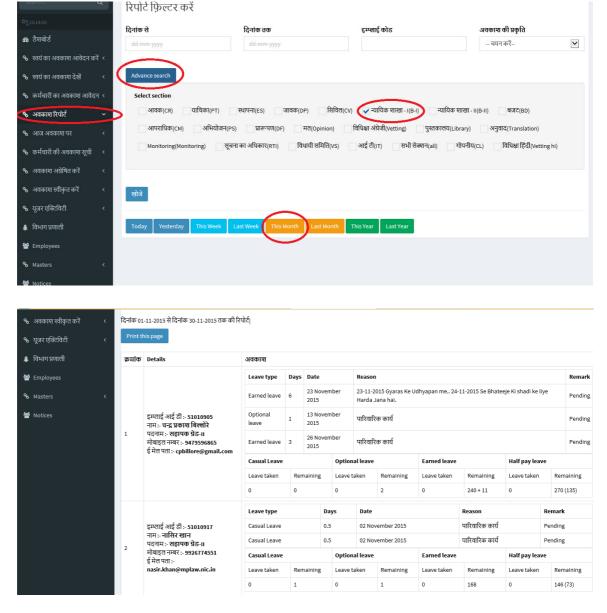
2.9.2 For Class I and Class II employees

- 1. For all Casual Leaves and Optional Leaves, the Principal Secretary will be the final approver.
- 2. All the Earned leaves and Half pay leaves, the Secretary Establishment will be the recommender of the leaves, and the Principal Secretary will be the final approver.

3. Reports module

3.1 Section Wise reports

Employees and Officers can view the summary of all leaves taken by any employee in various time frames. Various types of reports are available in the system for viewing at Section Officer Level and above.



3.2 Section Wise reports

Employee ID wise reports can be taken for the employees, which can be managed date wise and Leave type wise.



