

This work instruction was last updated: 29 April 2010

Employee to Visitor

This Work Instruction describes how you would make an employee who is leaving their main post a visitor and uses both the **Leaver** and **Rejoiner** tasks on ResourceLink. Follow this instruction for permanent Employees who will be leaving and returning as Visitors.

Firstly complete the Leaver task to end the person as an employee.

Secondly complete the Visitor task to make them a Visitor.

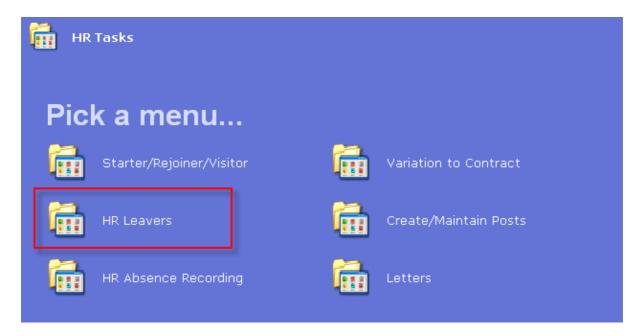
With all of the data entry screens it is important to press the **ENTER** key to move between fields and until all of the fields have been accessed, whether you need to enter data into them or not.

1 Entering a Leaver on ResourceLink 2 Personal Details data entry screen 3 Employment Detail data entry screen 4 Post holding History data entry screen 5 Current Post Holding data entry screen 6 Temporary Pay Elements data entry screen 7 Holiday Entitlement data entry screen. 8 Asset Management data entry screen 9 Fixed Pay Elements data entry screen 10 Standard Letters 11 Setting up the Employee as a Visitor 12 Relationship Summary data entry screen 13 Employment Detail data entry screen 14 Post Holding History data entry screen 15 Current Post Holding data entry screen 16 Basic Pay Details data entry screen 17 Standard letters

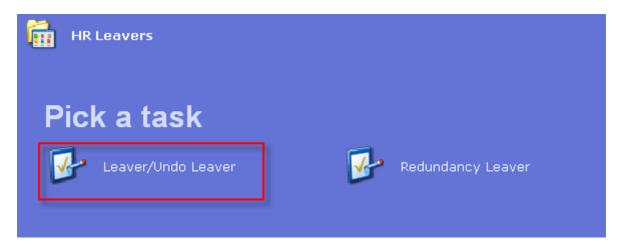


1 Entering a Leaver on ResourceLink

1.1 HR Tasks > HR Leavers

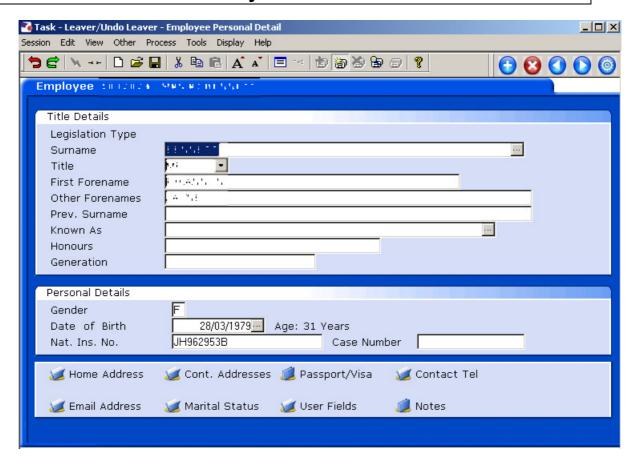


1.2 HR Leavers > Leaver Process





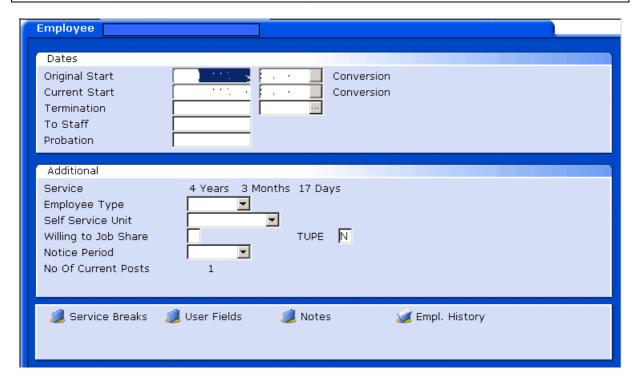
2 Personal Details data entry screen



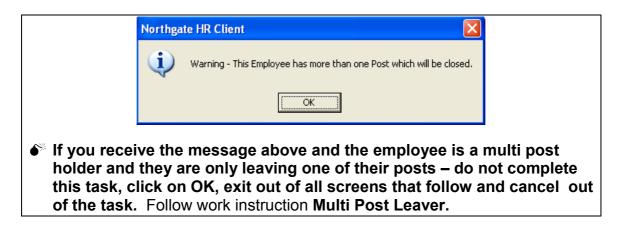
2.1 Ensure that the correct employee has been entered by verifying the contact details within the employee's **Personal Details** tab.



3 Employment Detail data entry screen



- 3.1 In the **Employment Detail** data entry screen, enter the date of the employee's last working day in the **Termination** field.
 - Dates MUST be entered in the format **ddmmyyyy**. For example 16031975 for 16 March 1975.
- 3.2 Press Enter.







- 3.3 A warning prompt will appear confirming that the employee termination procedure has been triggered.
- 3.4 Click Exit.
- 3.5 A second **Dialogue Box** will appear.



- 3.6 Click **No**. Payroll will enter any payments or deductions regarding Holiday Entitlement.
- 3.7 Window in to the field next to the **Termination** date.

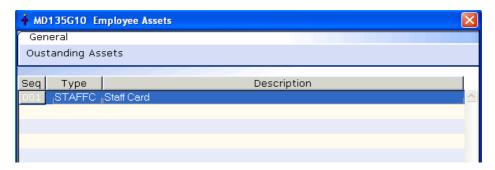


3.8 Click on a reason for leaving from the **Dependency Selection**.



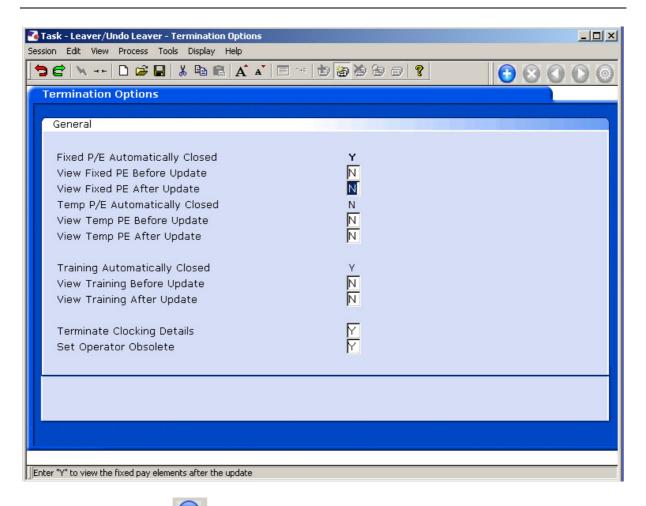


3.9 Enter through **all** the remaining fields on the **Employment Detail** screen.



3.10 If the screen above appears, this is a warning that the employee has assets on their record, click on **Exit**.

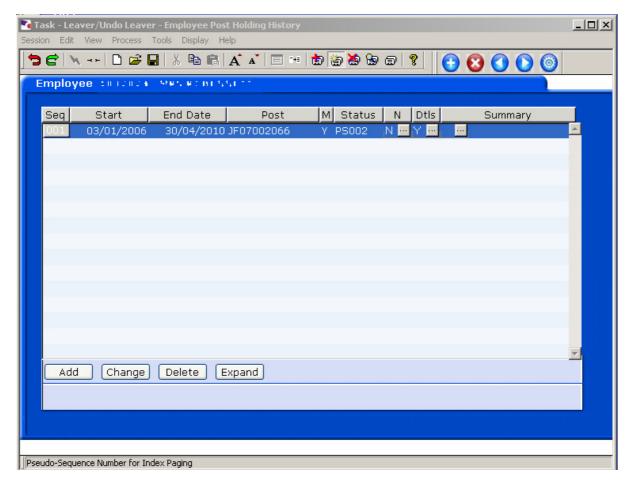




- 3.11 Click **Continue** to move through the **Termination Options** screen (there is no need to tab through the screen's fields).
- 3.12 You will be returned to the **Employment Detail** screen.
- 3.13 Click on **Next**



Post holding History data entry screen



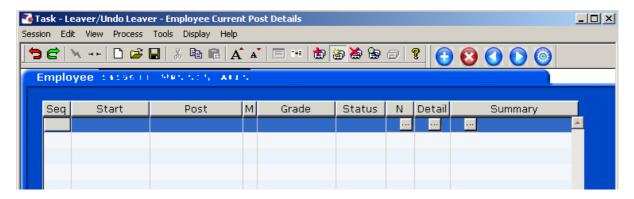
- This screen will show the historical posts that the employee has held. Their current post should now have an end date against it.
- 4.1 Click on **Next**.



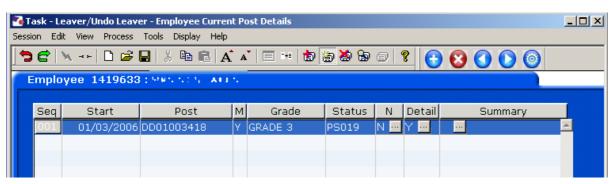


Current Post Holding data entry screen 5

- 5.1 Check the **Current Post Holding** screen. If you have set up a leaver whose leaving date was in the past, the employee's post should have been removed from this screen. If you have set up a leaver whose leaving date is in the future, the post (s) will remain until this date has elapsed.
- e.g. Leaving date in the past ...



e.g. Leaving date in the future...



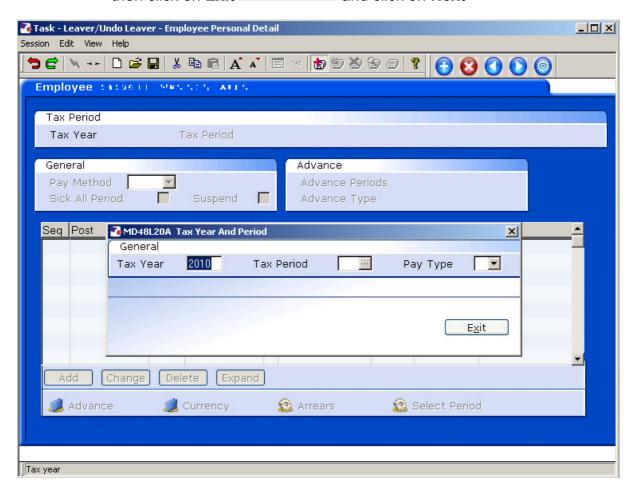
5.2 Click on **Next**.





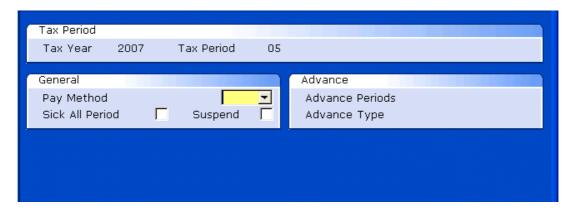
6 Temporary Pay Elements data entry screen

If the employee is not receiving any temporary pay elements on leaving then click on **Exit** and click on **Next**

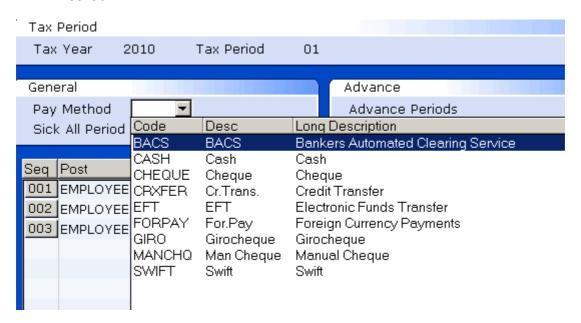


- 6.1 Only complete this screen if the leaver will be receiving any 'one off' payments or deductions on leaving the University.
- 6.2 In the **Tax Year** field, enter the tax year the employee will receive this payment/deduction.
- 6.3 In the **Tax Period** field, enter the tax period the employee will receive this payment/deduction e.g. August = 05, September 06.
- 6.4 Press Enter, this will populate the Pay Type field with M for Monthly.
- 6.5 Click on **Exit** Exit



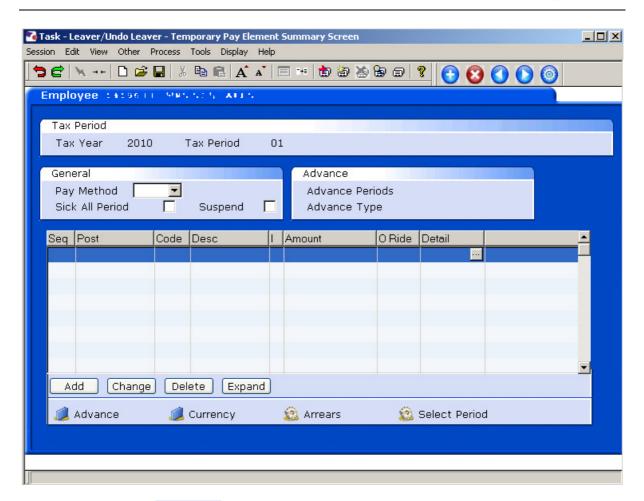


6.6 Click on the drop down in the **Pay Method** field and select the payment method.

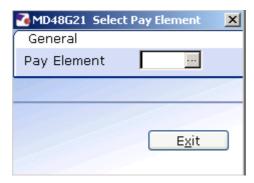


6.7 Press Enter 3 times.





6.8 Click on Add

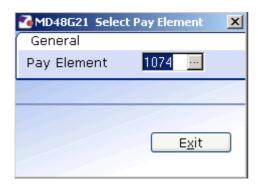


6.9 Window into the Pay Element field.



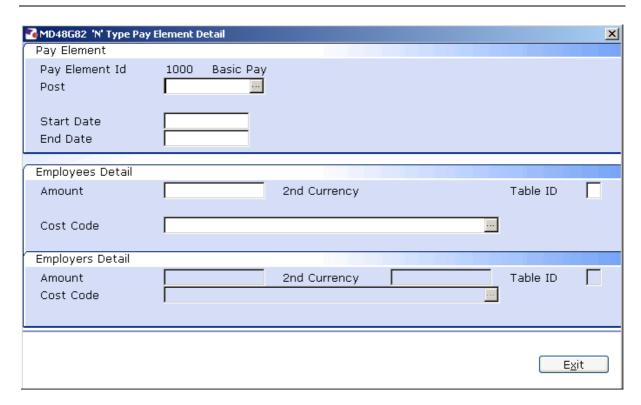


6.10 Scroll down the list and click on the correct Pay Element. (codes 0001 – 0999 are standard ResourceLink pay elements, 1000+ are UoS specific) e.g. 1903 Voluntary Severance Pay

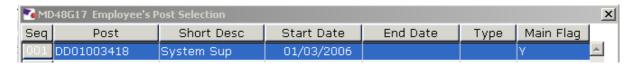


6.11 The pay element will appear as above, press **Enter**.



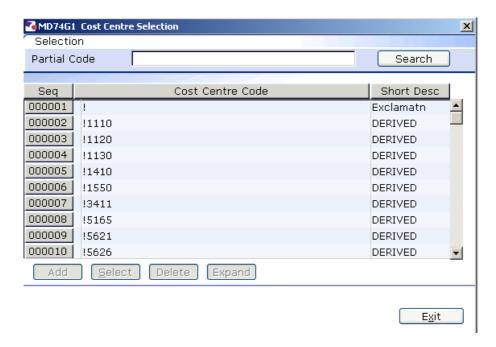


6.12 Window into the Post field.

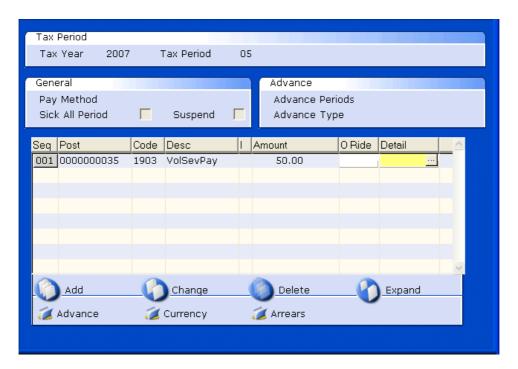


- 6.13 Click on the Post that this Payment/Deduction relates to.
- 6.14 Press Enter.
- 6.15 The **Start Date** field will populate with the Start date of the Tax Period entered at point **6.3**.
- 6.16 Press **Enter** to move past the **End Date** field.
- 6.17 In the **Amount** field, enter the total amount of the Payment/Deduction.
- 6.18 Press Enter.
- 6.19 Window into the Cost Code field.





- 6.20 Scroll down the list and click on the correct Cost Code for the Payment/Deduction.
- 6.21 Press Enter.

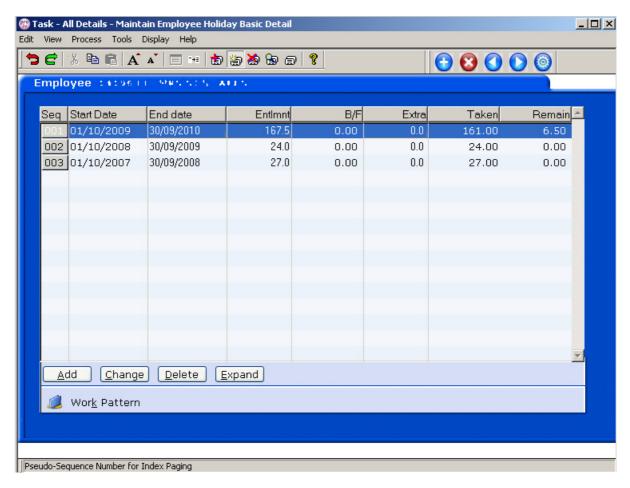


- 6.22 The Payment/ Deduction for that period will now appear on the screen, to add other payments/deductions click on **Add** and repeat the process.
- 6.23 When complete, click on **Next**



7 Holiday Entitlement data entry screen.

In order to work out the employee's actual entitlement up until their leaving date, the following instructions must be completed for this screen:



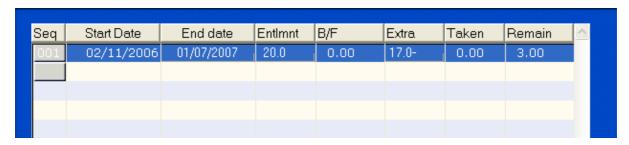
- 7.1 Make a note of the **Start Date**, **Entitlement** and **Taken** fields for the current holiday entitlement.
- 7.2 **Delete** the <u>current</u> holiday entitlement row.



- 7.3 Click on Yes.
- 7.4 Click on **Add**. Add



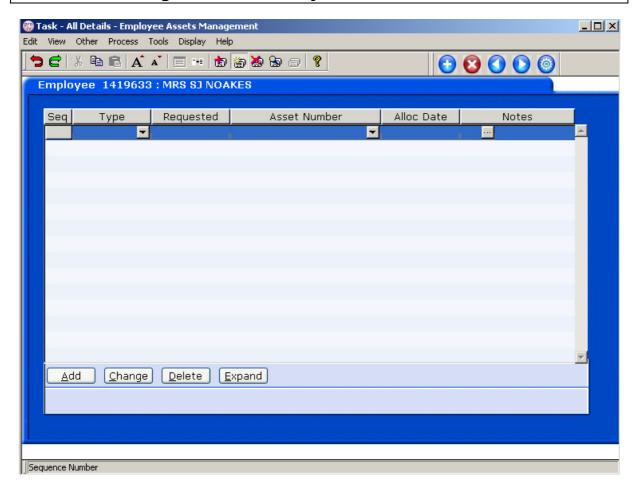
- 7.5 Enter the **Start Date**, noted in step 7.1 (this will normally be 01.10.XXXX).
- 7.6 Press **Enter**.
- 7.7 In the **End Date** field, enter the employee last working day (their leaving date)
- 7.8 Press **Enter**.
- 7.9 The **EntImnt** field will auto calculate the new holiday entitlement for up until they leave.
- 7.10 Press Enter.
- 7.11 In the **Extra** field, enter the **minus** figure of how much leave had already been taken in the current holiday year, e.g. -10.
- 7.12 The **Remain** field will calculate how much entitlement is remaining/overspent.



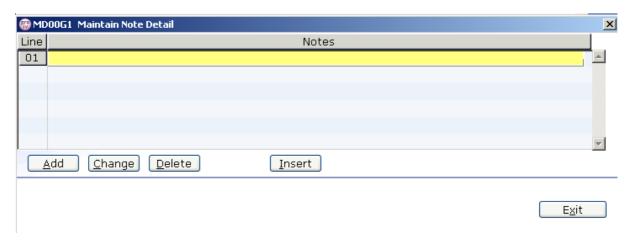
- If there are any payment of deductions that need to be made relating to holiday entitlement, these will be entered onto the system by Payroll. Please email Payroll to inform them.
- 7.13 Click on **Next**



8 Asset Management data entry screen



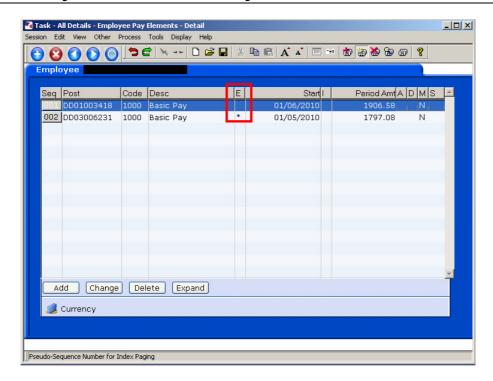
- 8.1 Check the **Asset Management** screen for any outstanding assets.
- 8.2 Use the **Notes** field to record information relating to the return of the employee's remaining assets.



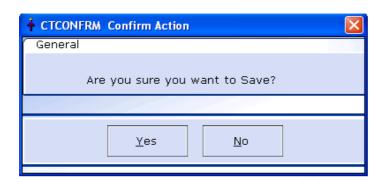
8.3 Click on **Next** to move to the **Fixed Pay Element**



9 Fixed Pay Elements data entry screen



- 9.1 Ensure that an asterisk appears in the **Pay Element** row that there is an end date against the **Basic Pay** for when the employee leaves.
- 9.2 Click on Save



9.3 Click on Yes.

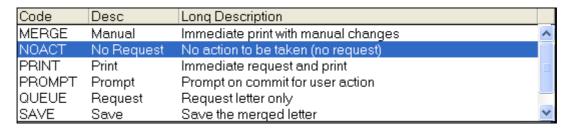


10 Standard Letters





- 10.1 Click in the **Let Opts** field of the letter you want to produce.
- 10.2 Click on the drop down.



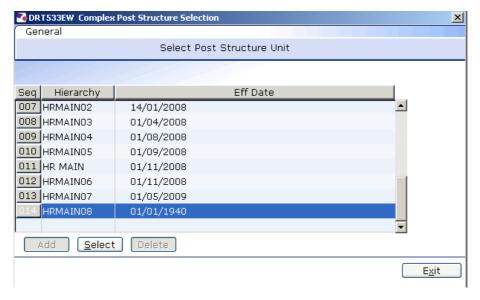
- 10.3 Click on MERGE Immediate print with manual changes.
- 10.4 Click on Exit





10.5 If there is more than 1 Post Holding ending on the same day, ensure you select the post for which a letter has not yet been produced.





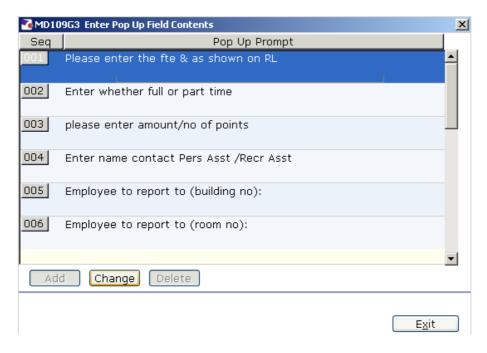
10.7 Click on Select



10.8 If there is more than 1 Post Holding ending on the same day, ensure you select the post for which a letter has not yet been produced.







- 10.10 Click in the first row and enter the signatory's job title
- 10.11 Click in the second row and enter the signatory's name
- 10.12 Click in the third row and enter the signatory's telephone number.
- 10.13 Click on Exit

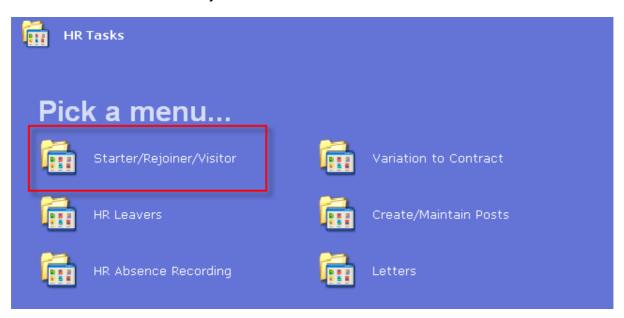


10.14 The letter will generate in Word and can be update where required then printed.

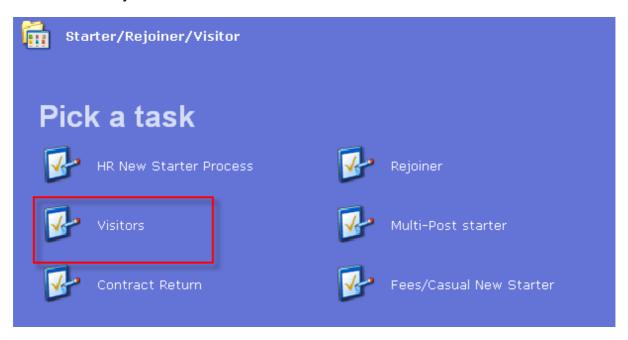


11 Setting up the Employee as a Visitor

11.1 HR Tasks > Starter/Rejoiner/Visitor



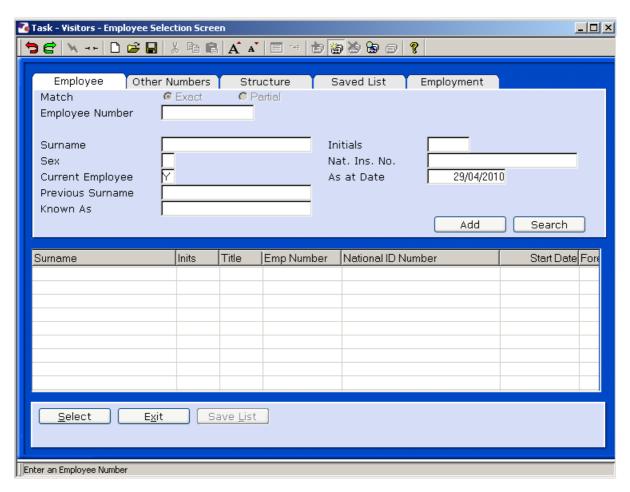
11.2 Starter/Rejoiner/Visitor > Visitor



The **Employee Selection Screen** will be displayed if there is nobody selected in the Person Work List.

Before you click on the Visitor task, ensure the person is already selected in the Person Work List.



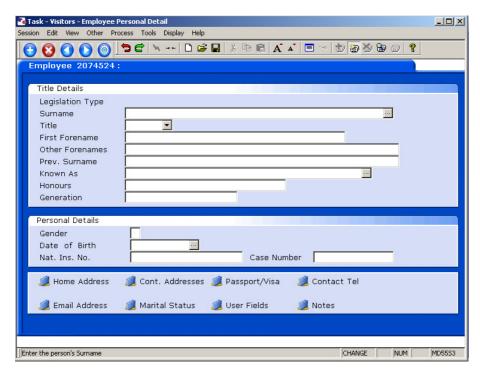


- If you have already selected the person (the visitors's past personnel number) in the **Person Work List** you will not see this screen and you will move directly into the task. If you do see this screen you will need to enter the persons original personnel number into the **Employee** field and click on **Select.**
- 11.3 The screen below should appear to highlight to the user that this employee has left the University.

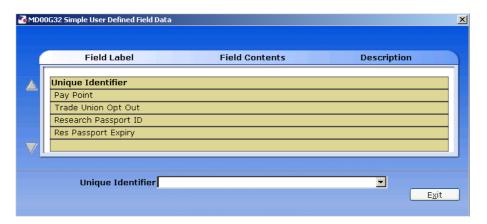


11.4 Click on **OK.**





- 11.5 The Personal Details screen should already be completed, check and update fields where necessary
- 11.6 Click on **User Fields** User Fields



11.7 Click on **Pay Point** and on the drop down arrow in the field. The following dialog box will appear.





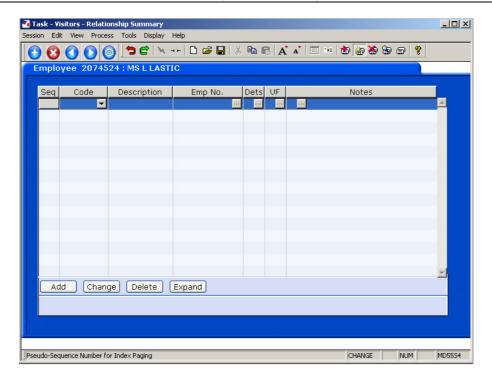
11.8 Press the **ENTER** key to display the list of available **Pay Points**.



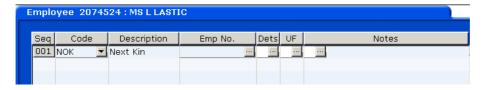
- 11.9 Click on the required Pay Point.
- 11.10 Click on Exit.
- 11.11 Click on to move to the next data entry screen.



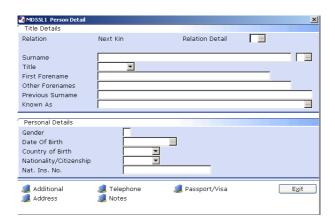
12 Relationship Summary data entry screen



12.1 Click on **Add** to enter the details of the visitor's next of kin.



- 12.2 Click on the down arrow in the **Code** field and select **NOK**.
- 12.3 **ENTER** past the **Emp No.** field.
- 12.4 **Window in** to the **Dets** field and complete the known personal details for the visitor's next of kin.



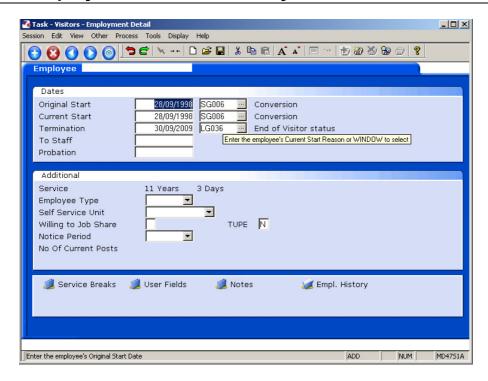


- 12.5 Click on the **Address** and **Telephone** fields to enter this information.
- 12.6 Click on Exit.
- 12.7 If you wish to add more than one next of kin contact repeat the steps in **Error! Reference source not found.**
- 12.8 Click on to move to the next data entry screen.

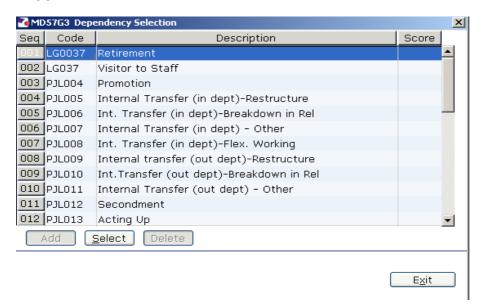
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13 Employment Detail data entry screen



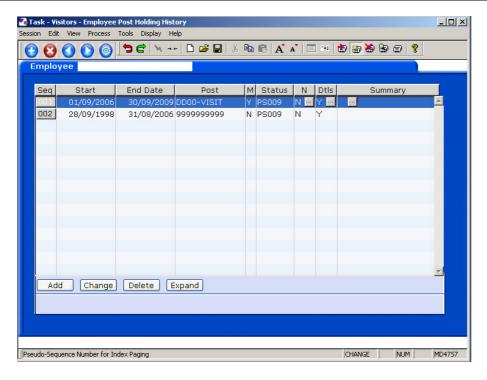
- 13.1 Click in the **Current Start** field and the date from which their visit commences.
- 13.2 In the adjacent field to **Current Start**, window in and select **SG003 Visitor Appointment**.



- 13.3 Press Enter.
- 13.4 Click on to move to the next data entry screen.



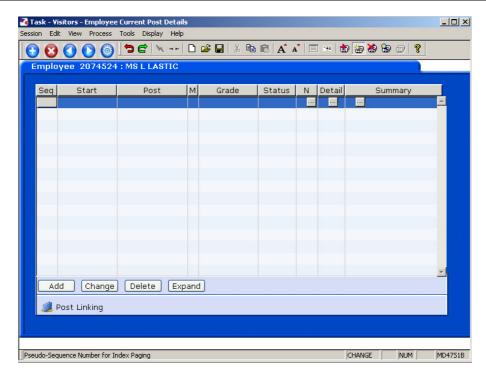
14 Post Holding History data entry screen



- This screen will list each time the visitor has visited the University, with the start and end dates of each visit.
- 14.1 Click on to move to the next data entry screen.

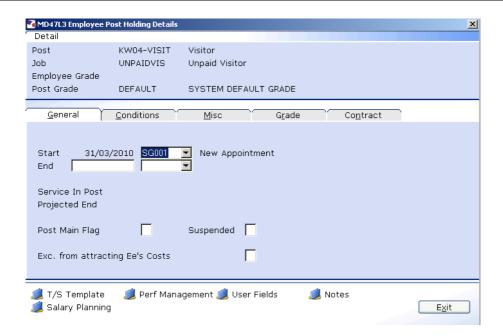


15 Current Post Holding data entry screen

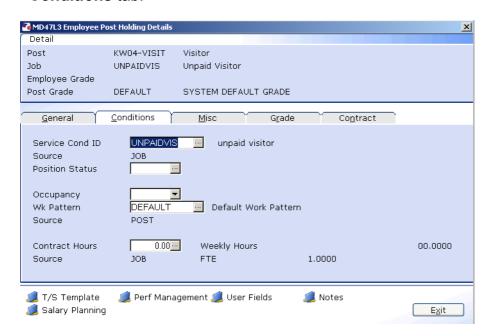


- 15.1 Click on **Add** to enter the Current Post Holding data for the visitor.
- 15.2 Type in the **Start Date**.
 - Dates MUST be entered in the format **ddmmyyyy**. For example 16031975 for 16 March 1975.
- 15.3 Press ENTER.
- 15.4 Type the Visitor Post Number (for the appropriate school/dept) into the **Post** field.
- 15.5 Press Enter.
 - If you see a dialog box warning that the FTE is being exceeded click on Exit.
- 15.6 Click in the **Details** field and **Window in**.



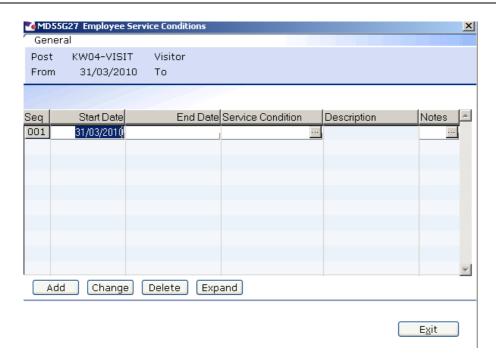


- 15.7 Click in **Post Main Flag** field and Type **Y**.
- 15.8 Press the **Enter** key to move through the remaining fields and on to the **Conditions** tab.

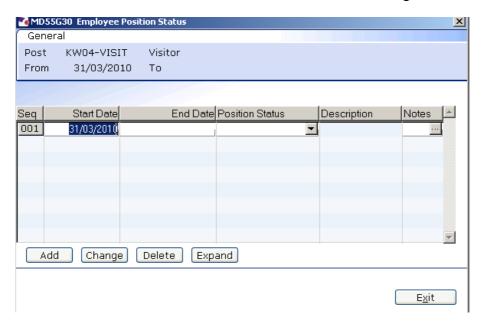


15.9 Window in to the Service Cond ID field





- 15.10 Click on **Add** and press **Enter** three times to pull through the Service Conditions. The service condition should be **UNPAIDVIS**.
- 15.11 Click Exit.
- 15.12 **Window in** the **Position Status Field**. The following screen will appear:

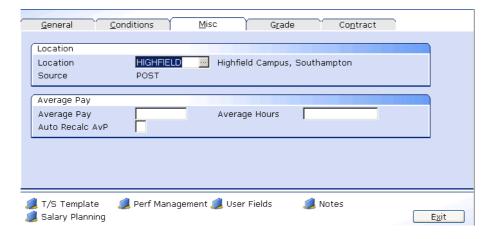


- 15.13 Click on Add.
- 15.14 Press **Enter** twice to move to the **Position Status** field and display the drop down list.

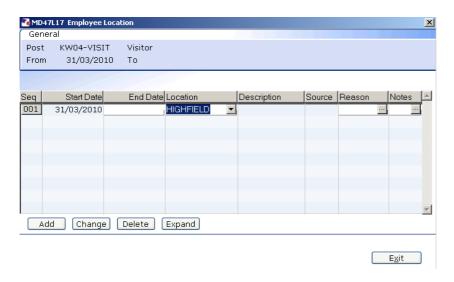


Code	Desc	Long Description	
PS003	TTOP	Term Time Only - Permanent	
PS004	TTOFT	Term Time Only - Fixed Term	
PS005	FTFT	Full Time - Fixed Term	
PS006	PTFT	Part Time - Fixed Term	
PS007	TBANK	Temp Bank	
PS008	CASUAL	Casual Staff	
PS009	VISITOR1	Visitor - Requires System Access	
PS010	VISITOR2	Visitor - No System Access	

- 15.15 Select either **VISITOR1** or **VISITOR2** (depending on if they requires access to systems).
- 15.16 Press Enter to move through the remaining fields and click Exit.
- 15.17 Leave the Wk Pattern field as Default.
- 15.18 Leave the **Contract Hours** field as 0.
- 15.19 Click on to the Misc tab.

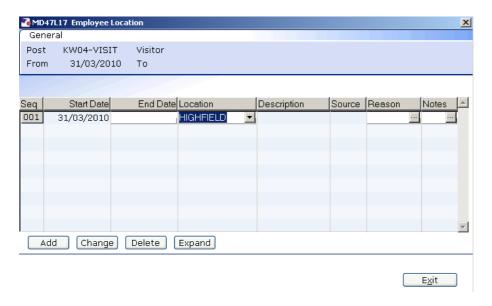


15.20 Window in to the Location field.

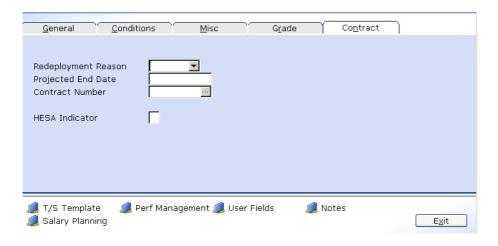




- 15.21 Click on **Add** and press **Enter** twice.
- 15.22 Select the location from the **Location** field drop down list.
- 15.23 Press Enter.
- 15.24 Window in to the Reason field and select SG003 Visitor Appointment.
- 15.25 Press Enter.
- 15.26 Click Exit.
- 15.27 Click on the **Grade** tab.



- Do not complete this tab.
- 15.28 Click on the **Contract** tab.



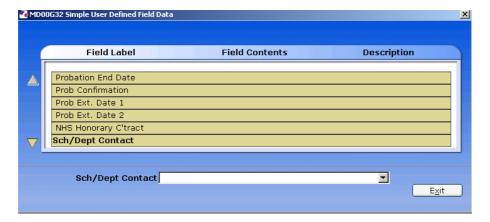
15.29 Click in the **Projected End Date** field.



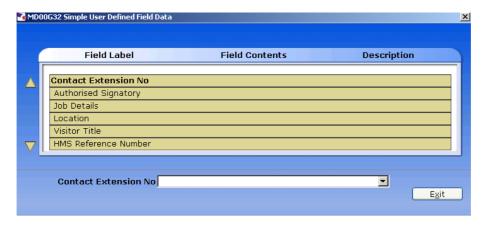
- 15.30 Enter the date the visit is expected to finish.
- 15.31 Click on the **User Field** icon at the bottom of the screen



- 15.32 Click in the School/Dept Contact field
- 15.33 Type the name of the **Contact**

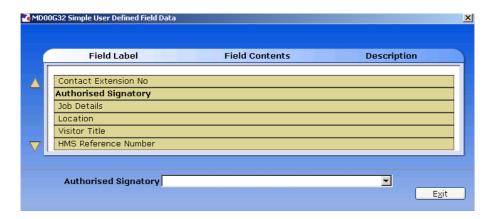


- 15.34 Press Enter
- 15.35 Type the **Contact Ext No** in the highlighted field



- 15.36 Press Enter
- 15.37 Type the name of the **Authorised Signatory** in the highlighted field

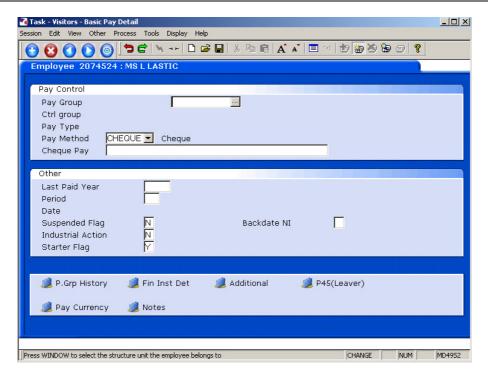




- 15.38 Press ENTER and click on Exit.
- 15.39 Click on to move to the next data entry screen.



16 Basic Pay Details data entry screen



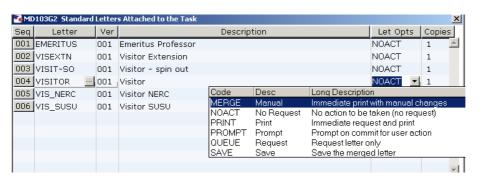
- 16.1 Check that the **Pay Group** is set as **PSUB5**.
- 16.2 If not, window in and select **PSUB5**.
- 16.3 Ensure the **Pay method** is set as **Cheque**.
- 16.4 There are no more tabs to complete, click on **Save.**



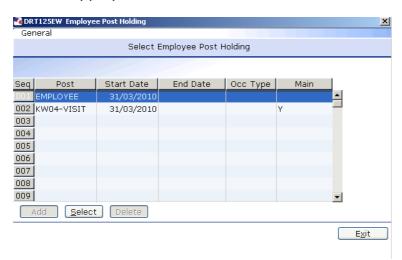
17 Standard letters



- 17.1 Click in the **Let Opts** field of the standard letter you want to produce
- 17.2 Click on the drop down and select **MERGE Immediate print with manual changes**.

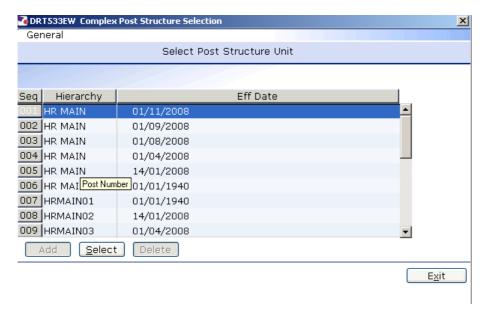


- 17.3 Click on Exit.
- 17.4 Select appropriate Post

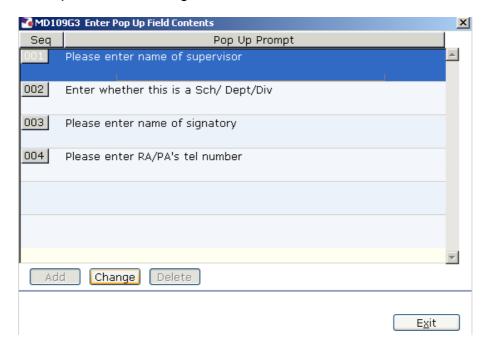




17.5 Select the latest hierarchy



17.6 Complete the following form



- 17.7 Click in the first row and type the name of the visitor's supervisor.
- 17.8 Click in the second row and type in the if Sch/Dept/Div.
- 17.9 Click in the third row and type the signatory's name.
- 17.10 Click on the fourth row and type the signatory's telephone number.
- 17.11 Click on Exit.



17.12	The visitor's letter should generate in Word and you can print as normal.