

Guidance Notes: Non-centralised AL/GLA

Guidance for completing online appointment forms for non-centralised positions (under 6 months in duration and where the recruitment has been managed locally).

Users will need to be connected to the University network either directly or via VPN to access the web form. Please note that you cannot be both the submitter of the form and the approver.

1 – Appointment of Staff

The form is broken into sections and some detail of the form will auto-populate as you fill it out. Any field that has a red asterisk is a mandatory field and will need to be entered before the form can be submitted.

1.1 Select the appropriate Company that the appointment is for from the drop down box

The screenshot shows the top part of the 'Appointment of Staff' form. It includes a 'Save & Submit' button, a disclaimer about the legal requirement for appointment information, and instructions for different post durations. Below this are three mandatory fields: 'Company (Use drop down)*', 'Appointment Type (Use drop down)*', and 'Requisition Number*'. A note at the bottom states: 'If you cannot find your requisition please contact Resourcing at resourcing@essex.ac.uk'.

This screenshot shows the dropdown menu for the 'Company' field. The options listed are: UNIVERSITY OF ESSEX, UNIVERSITY OF ESSEX, UNIVERSITY OF ESSEX, CAMPUS SERVICES, and WIVENHOE HOUSE.

1.2 Select the appropriate Non-Centralised appointment type

N.B: if you have selected UECS or WHH Company, you will not see the fixed term teacher or AL/GLA form.

This screenshot shows the dropdown menu for the 'Appointment Type' field. The options listed are: CENTRALISED (VIA RESOURCING TEAM), NON-CENTRALISED (VIA DEPARTMENT), NON-CENTRALISED - (VIA DEPARTMENT) ON DEMAND WORKER, NON-CENTRALISED - (VIA DEPARTMENT) FIXED TERM TEACHER, and NON-CENTRALISED - (VIA DEPARTMENT) AL/GLA.

2 – Details of the Person

2.1 You will need to complete these fields using the drop down boxes where appropriate. All appointments should be for current students, therefore a new box will appear to declare Tier 4 or Student Visa status.

The screenshot shows the 'Details about the Person to be Appointed' section of the form. It contains several mandatory fields: 'Title (Use drop down)*', 'First Name*', and 'Last Name*'. Below these are four more fields: 'Current Employee (Use drop down)*', 'Current Student (Use drop down)*' (with 'YES' selected), 'Previous Employee (Use drop down)*', and 'Tier 4 Student (Use drop down)*' (highlighted in red).

3. Details of the Appointment

3.1 In this section, enter the appointment details including correct terms of appointment, length of the contract and whether this is the initial or subsequent engagement. The field is highlighted in pink when it is empty and mandatory.

Details of the Appointment

Department (Use drop down) * Reporting Manager *

Job Title (Use drop down)

Start Date *

Initial Appointment

Length of Contract (Use drop down)

Length of Contract for Part Time Student Only (Use drop down)

Subsequent Engagement

3.2 Each column relates to one engagement. Enter each engagement start date, end date and hours. The number of weeks worked will automatically be populated.

AL Appointment only		
Engagement 1 Start Date <input type="text"/>	Engagement 2 Start Date <input type="text"/>	Engagement 3 Start Date <input type="text"/>
Engagement 1 End Date <input type="text"/>	Engagement 2 End Date <input type="text"/>	Engagement 3 End Date <input type="text"/>
Contracted Hours/Average Hours per Week <input type="text"/>	Contracted Hours/Average Hours per Week <input type="text"/>	Contracted Hours/Average Hours per Week <input type="text"/>
Total Hours <input type="text"/>	Total Hours <input type="text"/>	Total Hours <input type="text"/>
No of Weeks Worked <input type="text"/>	No of Weeks Worked <input type="text"/>	No of Weeks Worked <input type="text"/>

4 – Salary

4.1 Select the appropriate grade from the drop down
N.B – Cadenza accreditation should be checked with the Student before submitting at SCP 28.

Salary

Grade (Use drop down) *

If you are using a spot salary, please enter the salary as a Full Time Equivalent. If the appointment is part-time this will then be pro-rated accordingly eg halved for a 0.5 FTE appointment

5 – Funding arrangements

5.1 Click on ‘add’ and input the cost code for the salary. If the salary is to be paid from one cost code you will need to enter 100 in the cost code % box as below, if it is to be split enter the appropriate percentage. i.e. if split between 2 codes enter 50.

5.2 If using multiple cost codes click add to enter the next code split.

5.3 Attach the funding approval PDF by clicking on the ‘Attach Funding Approval’ button and following the usual steps.

Funding Arrangements

<input type="button" value="Add"/>		
Unit 4 account/cost code *	Cost Code % *	Funding Approval Number *
<input type="text" value="2040DBI0000"/>	<input type="text" value="100"/>	<input type="text" value="401789"/>
<input type="button" value="Remove"/>		

The Unit 4 funding approval number needs to be entered and PDF confirmation attached.

Attach Funding Approval PDF (0)

Please use the button below to attach the funding approval PDF. *

6 - Right to Work Checks

- 6.1 If you are appointing an external candidate you will need to complete the right to work section. Upload your full right to work check using the 'Attach RTW – General' button.
 N.B - If you are making an internal appointment you will not be required to complete the RTW section and this will disappear. The page contains a link to guidance on this.

Right to Work Checks

Please attach the right to work documents required to confirm that the individual named on this form has the legal right to work in the UK. This includes but is not limited to a signed and verified copy of their passport, biometric residency permit (visa), national identity card, birth certificate and national insurance number. A full list of the documents that are considered acceptable for demonstrating right to work in the UK can be found here <https://www.essex.ac.uk/staff/recruiting-staff/right-to-work-checks>

Please note that right to work checks should be undertaken before the individual commences work and checks on the first day of employment are not permitted. If you have any queries about the right to work document checking process please contact People & Culture.

Attach Right to Work Documentation (0)

Please use the button below to attach RTW documents *

7 – Approver Details

- 7.1 Select the appropriate approver from the drop down box and press tab across to the next fields that will auto populate the detail.
 7.2 Input your username in the 'Form submitted by Username' section and press tab.
 7.3 Click on Save and Submit

Approval Details

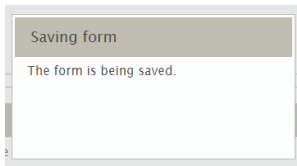
All appointment of staff forms require approval, please use the lookup approver button below to select the relevant approver. Please note that there is only one approver available the approver field will populate with that value when you press the button, otherwise you will be presented with a selection of approvers to choose from.

Approver *	Approver Username	Approver Email Address
<input type="text"/>	<input type="text"/>	<input type="text"/>

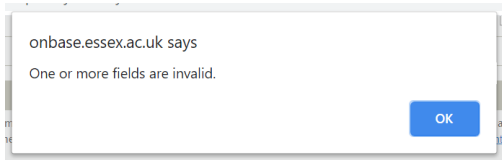
Form Submitted by Username *

Submitted by Real Name

7.4 The following message will appear.



7.5 If there are errors on the form you will see the following message.



7.6 After pressing OK errors will be highlighted in red, as in the example below.



7.7 Correct the error(s) and click on Save and Submit again.

7.8 If there are no further errors the form will be submitted. An email will be sent to the approver to authorise to the appointment form. You will also receive an email once the form has been approved.