

# December leave woes and resignation blues



By Juliette Attwell

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Make it a happy holiday: in this week's BizCareers Column, your leave woes are answered and we advise on how to face those December resignation blues - will you lose your bonus or not.



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***I started my new job on 1 November and am very happy. However, before I started I had booked a holiday over the Christmas period which I explained before accepting the offer. They said it wouldn't be a problem, but now I'm worried they've forgotten and I don't know how to approach it as I don't want it to seem that I'm unappreciative. What should I do? - Chris***

Hi Chris,

We often build up quite complicated scenarios in our minds of problems which are perhaps unnecessary or not as big a problem as we imagined; this is just human nature. You will probably find that it's not an issue at all, and they may prefer you to take leave when it's quieter anyway. The next time you have a one-on-one meeting with your manager, just mention it to him. Perhaps say something like, "I hope it's still OK that I take leave in December? What is the procedure around this, would you like me to speak to HR directly?" You can then have that discussion. Then end off with saying, "I'm really so happy here, so thank you so much for making me feel so welcome, I really appreciate it." Just make sure you do it in the next day or so, so it doesn't spring up on them, and also make sure that the time frame for leave application is in line with company policy.

Good luck!

***I have accepted a new position which I need to start on 2 January, hence, due to my calendar month's notice, I have to resign from my current job on 2 December. My bonus is due together with my paycheque on 20 December. I'm worried that if I resign, I will not get my bonus. What is standard policy in this case? - Anonymous***

Hi Anonymous,

This is a very common question and often a reason people don't resign in December. Bonuses and 13th cheques are completely discretionary and a company can choose to pay or not to pay based on their own company policy. Not to scare you, but you may lose out on your bonus if you resign today. This is a risk you need to take for a new opportunity and it can't be the reason to hold you back in a job that you're not happy in. A small price to pay for the bigger picture... Having said this, however, there are companies that base bonuses on the previous year's performance and therefore may not deny you of it, it just depends on their own internal policy. You will only find out once you resign. Whatever you do though, treat both your current company and your new employer with respect, you are the one resigning, so you need to take any bad news on the chin.

Best of luck!

**Remember to always love what you do!**

**Juliette**

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## ABOUT JULIETTE ATTWELL

Juliette Attwell is Head of Marketing & Operations at Recruitgroup. Recruitgroup has won Careerjunction Recruiter of the Year in 2010, 2012, 2013 and 2014 as well as Fast Growth Business of the Year at the National Business Awards 2014. Juliette holds a Bcom Honours in Marketing Management and is the resident "agony aunt" on the BizCareers Column, she was also a finalist in the Top Young Executive at the National Business Awards 2014.  
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