

#### TA373\_Delegation Administration for Supervisors

#### **Delegation Administration for Supervisors Overview**

This Job Aid provides step-by-step instructions for delegating and revoking the Worklist to another person (proxy). This allows the Proxy to approve or deny designated transactions on their behalf. It also includes how to accept and reject a Delegation Request as well as how to view Delegation Requests based on their current status.

Approval authority should only be delegated to a user:

• With a Cardinal TL Supervisor role in Cardinal HCM and has the same direct supervisor as the (Reports To) in Cardinal HCM

OR

The user is the direct supervisor (Reports To) in Cardinal HCM with the Cardinal TL Supervisor role

Delegation cannot be used when a Reports To position is vacant or when the Reports To supervisor is suspended or on Leave of Absence (paid leave, unpaid leave, LOA Working). In these scenarios, Cardinal will route approvals to the supervisor's Reports To supervisor.

**Note**: It is never recommended to delegate down to one of the direct report employees. If this is done, that employee will have the ability to approve their own time or absences as well as the time and absences for all of the other direct report employees. Self-approval of time and absences is strongly discouraged and is not a best business practice. See the <u>TA Delegation Example</u> at the end of this Job Aid for examples of best business practice delegation.

**Navigation Note**: Please note that there may be a **Notify** button at the bottom of various pages utilized while completing the process within this Job Aid. This "Notify" functionality is not currently turned on to send email notifications to specific users within Cardinal.



### TA373\_Delegation Administration for Supervisors

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### TA373\_Delegation Administration for Supervisors

**Revision History** 

Revision Date	Summary of Changes
12/3/2024	Baseline



#### TA373\_Delegation Administration for Supervisors

#### **Delegating The Worklist**

The following steps are used by a supervisor to delegate their Worklist to a Proxy who will process approvals on their behalf.

Delegation cannot be used when a Reports To position is vacant or when the Reports To supervisor is suspended or on Leave of Absence (paid leave, unpaid leave, LOA Working). In these scenarios, Cardinal will route approvals to the supervisor's Reports To supervisor.

Step	Action
1.	Navigate to the Manage Delegation page using the following path:
	Menu > Self-Service > Manage Delegation
The Mana	age Delegation page displays.
N	lanage Delegation
a	ome of your self-service transactions can be delegated so that others may act on your behalf to initiate and/or pprove transactions for you and/or your employees. In addition, others may have delegated responsibility for leir transactions to you.
	Learn More about Delegation
Se	elect Create Delegation Request to choose transactions to delegate and proxies to act on your behalf.
	Create Delegation Request
2.	Click the Create Delegation Request link.
	Create Delegation Request



Step	Action
The Cre	ate Delegation Request page displays. The Enter Dates section is displayed by default.
(	Create Delegation Request
1	Enter Dates
	Environmental Manager II
E	Enter the dates for your delegation request. Enter a <i>From Date</i> that is today or later. Enter a <i>To Date</i> that is the ame as or later than your <i>From Date</i> . For open-ended delegation requests, leave the <i>To Date</i> blank.
	Delegation Dates
	From Date 11/02/2022
	To Date 11/18/2022
	Next Cancel
3.	Enter the applicable from and to dates for the period of time needed for the person to act as a proxy on their behalf in the <b>From Date</b> and <b>To Date</b> fields.
	From Date 11/02/2022
	To Date 11/18/2022
i	For an open-ended Delegation Request, do not enter a date in the <b>To Date</b> field.
4.	Click the <b>Next</b> button.
	Next Cancel



Step	Action								
The Creat	create Delegation Request page refreshes with the Select Transactions section.								
	Create	Delegation Request							
	Select	Transactions							
	Environr	nental Manager II							
	Select the	e transactions that you want to delegate to a proxy. You can select one or many transactions.							
	Delegat	e Transactions							
		Transaction							
		Manage Approve Payable Time							
		Manage Approve Reported Time							
		Manage Reported Time							
		Manager Absence Balance Fluid							
		Manager Absence History Fluid							
	Select All	Deselect All							
	Previous Next Cancel								
5.	Click the Se	lect All link.							
	Select All Deselect All								
1	When creati	ng Delegation Requests, always select all of the Transaction Types.							
6.	Click the Ne	xt button.							
	Prev	ious Next Cancel							



Step	Action								
	te Delegation I	• •	•	shes with the <b>S</b>	elect Proxy	by Hierarch	iy section. All		
	Create Delegation Requ	est							
	Select Proxy by Hierarc	hy							
	Environmental Manager II								
	This page displays persons within the name to select that person as proxies outside your hierarchy.	your hierarchy that you o a proxy. You can also se	can select as proxies. S lect the Search by Nam	elect the radio button next to hyperlink to search for					
	Choose Delegate					1			
	Name	Empl ID	Organizational Relationship	Job Title	Department	Supervisor Name			
	0		Employee	Environmental Manager I	Dairy and Foods	Cosmo Spacely			
	0		Employee	Admin and Office Spec III	Dairy and Foods	Cosmo Spacely			
	0		Employee	Compliance/Safety Officer IV	Dairy and Foods	Cosmo Spacely			
			Employee	Environmental Manager I	Dairy and Foods	Cosmo Spacely			
	0		Employee	Environmental Manager II	Meat and Poultry Services	Janice Hunt004			
	0		Employee	Gen Admin Manager II	Animal and Food Ind Srv Admin	Green Tree06			
	0		Employee	Veterinarian II	Veterinary Services	Janice Hunt004			
	0		Employee	Environmental Manager I	Dairy and Foods	Cosmo Spacely			
	0	(	Employee	Gen Admin Supv I/Coord I	Animal and Food Ind Srv Admin	Janice Hunt004			
	Previous	Next	Cance	I					
7.	Select the app	olicable pr	oxy by cli	cking the corres	sponding Sel	ect radio but	tton option.		
		-		Employee	Environmental	Mananar I	Dairy and Foods		
				Employee	Environmental	manageri	Daily and Publis		
j	It is never recommended to delegate down to one of the direct report employees. If this is done, that employee will have the ability to approve their own time or absences as well as the time and absences for all of the other direct report employees. Self-approval of time and absences is strongly discouraged and is not a best business practice. See the <u>TA</u> <u>Delegation Example</u> at the end of this Job Aid for examples of best business practice delegation.								
8.	Click the <b>Nex</b> t	button.							
	Previou	s		Next	Cancel				



Step	Action
The <b>Crea</b>	e Delegation Request page refreshes with the Delegation Detail section.
	Create Delegation Request
	Delegation Detail
	Environmental Manager II
	Proxy
	From Date         11/02/2022           To Date         11/18/2022
	Transactions
	Manage Approve Payable Time
	Manage Approve Reported Time
	Manage Reported Time
	Manager Absence Balance Fluid Manager Absence History Fluid
	Submit Previous Cancel
9.	Device the information and if accurate aligh the <b>Culture</b> hutten to complete the Delegation
9.	Review the information, and if accurate, click the <b>Submit</b> button to complete the Delegation Request.
	Submit Previous Cancel
	Submit Previous Cancer
İ	Use the <b>Previous</b> button to return to the previous sections and make updates as needed.
A Confirm	ation message displays indicating that the Delegation Request has been submitted.
	Create Delegation Request
	Environmental Manager II
	You have successfully submitted a delegation request. Refer to the My Proxies page to view the status of the request.
	ок
10.	Click the <b>OK</b> button.
	ок



#### **Revoking The Worklist**

Delegations will automatically expire on the To Date defined (when applicable). Revoking the Worklist is only necessary if the user wants to take back their Worklist prior to the defined To Date or if a To Date was not defined.

The following steps are used to revoke (take back) the Worklist.

Step	Action
1.	Navigate to the Manage Delegation page using the following path:
	Menu > Self Service > Manage Delegation

The Manage Delegation page displays.

Elect Create Delegation Request to choose transactions to delegate and proxies to act on your behalf. Create Delegation Request		ansactions can be delegated so that others may act on your behalf to initiate and/or and/or your employees. In addition, others may have delegated responsibility for
Select Create Delegation Request to choose transactions to delegate and proxies to act on your behalf. Create Delegation Request		Cearn More about Delegation
Create Delegation Request	elect Create Delegation Req	quest to choose transactions to delegate and proxies to act on your behalf.
		Create Delegation Request
Select Review My Proxies to review the list of transactions that you have delegated and the proxy for each transaction		review the list of transactions that you have delegated and the proxy for each
Review My Proxies	insaction.	Review My Proxies



Step	Action								
The <b>My Proxies</b> page displays.									
My F	My Proxies								
This	onmental Manager II page allows you to view your pr	oxies and the request stat	us for each delegation request. ct the information icon to view re	Select a particula	ır				
	Show Requests by S	then select Revoke.	Refresh		,				
Choo	se Delegate								
	Transaction	Name	Job Title	From Date	To Date	Request Status	Delegation Status	Details	
	Manager Absence Balance Fluid		Environmental Manager I	11/02/2022	11/18/2022	Accepted	Active	0	
	Manager Absence History Fluid		Environmental Manager I	11/02/2022	11/18/2022	Accepted	Active	0	
	Manage Reported Time		Environmental Manager I	11/02/2022	11/18/2022	Accepted	Active	0	
	Manage Approve Reported Time		Environmental Manager I	11/02/2022	11/18/2022	Accepted	Active	0	
	Manage Approve Payable Time		Environmental Manager I	11/02/2022	11/18/2022	Accepted	Active	0	
Select	All Deselect All		Revoke						
Return	to Manage Delegation		L						
3.	Click the Se		to coloct all of	the Tre	noodia		(a) to ray a		
З.	3. Click the <b>Select All</b> link to select all of the Transaction Type(s) to revoke simultaneously.								
	Select All	Deselect All							
			_						
4. Click the <b>Revoke</b> button.									
	Revoke								
The Revo	ke Delegatio	n Request	page displays.						
	Boyoko	Delegation	Poqueet						
	Revoke	Delegation	Request						
	Environme	ental Manager I							
	Are you s	ure you want to i	evoke the delegatio	n requests	that you h	ave selec	ted ?		
	Yes	Continue	No - Cano	cel					
5.	Click the Ye	s – Continu	e button to co	nfirm.					
	Yes - C	ontinue	No - Can	cel					
					5				



Step	Action
A <b>Confirn</b> revoked.	nation message displays indicating that the Delegation Request has been successfully
	Revoke Delegation Request
	Environmental Manager II
	You have successfully revoked a delegation request. Refer to the My Proxies page to view revoked delegation requests.
	ΟΚ
6.	Click the <b>OK</b> button.
	ок

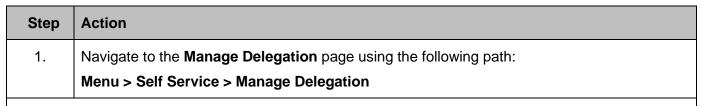


#### Accepting or Rejecting a Delegation Request as a Proxy

The following steps are used to accept or reject a Delegation Request as the Proxy. When someone delegates transactions to another user, they will receive an email notifying the user of the delegation request.

Sample email:

A delegation request from has been submitted for review and acceptance Inbox ×								
		<u>via</u> vdot.virginia.govzzz	7:45 AM (17 minutes ago)	5	:			
to	, me, :	Ŧ						
	or an administra	tor on behalf of	has submitted a delegation request to ye	u. Here a	ire			
the details:								
Transaction(s): TL_MSS_EE_SRCH_PRD								
From: 2020-10-16								
To: 2020-10-16								
System to notify		of each request:						
https://hrpytrn.cardii Page=HCDL_MGR	nal.virginia.gov/psp/ _DLGT&Action=U&I	t or reject the request, using the link b htpytm/EMPLOYEE/HRMS/c/HCDL_/ SELEGATOR_ID=00260870400&DEL SRCH_PRD&TRANS_ALLOWED=A6	ALL.HCDL_MGR_DLG_HOME.GBL? EGATOR_RCD=0&					



The Manage Delegation page displays.

Same of your colf convice transactions	can be delegated as that others may act on your behalf to initiate and/or
	can be delegated so that others may act on your behalf to initiate and/or our employees. In addition, others may have delegated responsibility for
	Learn More about Delegation
Select Create Delegation Request to ch	noose transactions to delegate and proxies to act on your behalf.
	Create Delegation Request
Select <i>Review My Delegated Authoritie</i> and to accept or reject pending delegat	s to see the list of transactions that have been delegated to you by others, ion requests.
	Review My Delegated Authorities



Step	Action
2.	Click the Review My Delegated Authorities link.
	Review My Delegated Authorities

#### The My Delegated Authorities page displays.

Environ	imental Manager I								
This pa	ge allows you to view your d	elegated authorities. Select a nation icon for request details	a particular status and select Refi	resh to show the					
matchir	ig requests, select the inform	nation con for request details	5.						
	Show Requests by S	tatus Submitted ·	✓ Refresh						
Choose	Delegate								
	Delegate	Name	Job Title	From Date	To Date	Request Status	Delegation Status	Details	
		Name	Job Title Environmental Manager II	From Date 11/02/2022	<b>To Date</b> 11/18/2022	Request Status Submitted	Delegation Status	Details	
	Transaction	Name					Status		

3. View the Delegation Request(s) that have been submitted. Click the **Multiple Transactions** link to see a detailed list of the Transaction Types being delegated to the user.



The Multiple Transactions page displays in a pop-up window.

					Help
lultiple Transactions					
Transaction	Name	From Date	To Date	Request Status	Delegation Status
Manager Absence History Fluid		11/02/2022	11/18/2022	Submitted	Inactive
Manager Absence Balance Fluid		11/02/2022	11/18/2022	Submitted	Inactive
Manage Reported Time		11/02/2022	11/18/2022	Submitted	Inactive
Manage Approve Reported Time		11/02/2022	11/18/2022	Submitted	Inactive
Manage Approve Payable Time		11/02/2022	11/18/2022	Submitted	Inactive
Return					



Step	Action								
4.	Review the Tr		/pes being de	elegated	d to the	user and	then clic	k the <b>Return</b> b	utton.
The My I	Delegated Auth	orities page	e returns.						
My	Delegated Authorities								]
This mate	ronmental Manager I page allows you to view your deleg ching requests. Select the information Show Requests by Statu one Delegate	s Submitted V	Refresh	fresh to show the			Deleverier		
	Transaction	Name	Job Title	From Date	To Date	Request Status	Delegation Status	Details	
Selec		Cosmo Spacely Accept	Environmental Manager II Reject	11/02/2022	11/18/2022	Submitted	Inactive		
i	To accept a D proceed to Ste		equest, proce	ed to S	tep 5.	To reject	a Delega	tion Request,	
5.	Click the <b>Sele</b>	ct All link. select All							
6.	Click the Acce	ept button.	ect						



Step	Action
	ept Delegation Request page displays with a Confirmation message indicating that the n Request has been accepted.
	Accept Delegation Request
	Environmental Manager I
	You have successfully accepted a delegation request. Refer to the My Delegated Authorities page to view accepted delegation requests.
	OK
7.	Click the <b>OK</b> button. The process for accepting a Delegation Request is complete.
8.	Click the <b>Reject</b> button.
	<b>ct Delegation Request</b> page displays with a <b>Confirmation</b> message indicating that the n Request has been rejected.
I	Reject Delegation Request
	Environmental Manager I
	ou have rejected a delegation request. Refer to the My Delegated Authorities page to view rejected delegation equests.
	OK
9.	Click the <b>OK</b> button. The process for rejecting a Delegation Request is complete.



#### **Viewing the Status of Delegation Requests**

Use these steps to view Delegation Requests based on their current status.

Step	Action	
1.	Navigate to the <b>Manage Delegation</b> page using the following path: Menu > Self Service > Manage Delegation	
The <b>Man</b>	hage Delegation page displays.	
	Manage Delegation         Some of your self-service transactions can be delegated so that others may act on your behalf to initiate and/or approve transactions for you and/or your employees. In addition, others may have delegated responsibility for their transactions to you.         Image Delegation         Select Create Delegation Request to choose transactions to delegate and proxies to act on your behalf.         Create Delegation Request         Select Review My Proxies to review the list of transactions that you have delegated and the proxy for each ransaction.         Review My Proxies	
	Select <i>Review My Delegated Authorities</i> to see the list of transactions that have been delegated to you by others, and to accept or reject pending delegation requests. Review My Delegated Authorities	
2. The <b>My</b> I	Click the Review My Delegated Authorities link.          Review My Delegated Authorities         Delegated Authorities page displays.	
F TI M Se	Ay Delegated Authorities         inancial Services Manager I         his page allows you to view your delegated authorities. Select a particular status and select <i>Refresh</i> to show the latching requests. Select the information icon for request details.         Show Requests by Status       Submitted         elect All       Deselect All         eturn to Manage Delegation	



Step	Action								
3.	Select the app button.	licable Req	uest Status	to view	using th	e <b>Show</b>	Requests	<b>s by Status</b> dro	opdown
	Show Requests	by Status	Submitted	$\checkmark$					
	The Request S	status optio	ns are:						
1	<ul> <li>Accept</li> <li>Ended</li> <li>Rejecte</li> <li>Revoke</li> <li>Submit</li> </ul>	ed ed							
4.	Click the <b>Refre</b>	esh button.							
The My C	Delegated Auth	orities pag	je refreshes	with the	search	results.			
My D	elegated Authorities								
Finan	cial Services Manager I								
This p	age allows you to view your deleg ing requests. Select the informatio			lect Refresh to sh	ow the				
	Show Requests by Status	Rejected		Refresh					
Choos	se Delegate								
	Transaction	Name	Job Title	From Date	To Date	Request Status	Delegation Status	Details	
	Manage Approve Payable Time		Financial Services Manager II	10/16/2020	10/16/2020	Rejected	Inactive	0	
Select Return	All Deselect All to Manage Delegation			•	·	•			
5.	Review the De	legation Re	equests that	meet th	e select	ed Req	uest Status	3.	
	Transaction	Name	Job Title	From Date	To Date	Request Status	Delegation Status	Details	
	Manage Approve Payable Ti	ne	Financial Service Manager II	<sup>28</sup> 10/16/2020	10/16/2020	Rejected	Inactive	0	

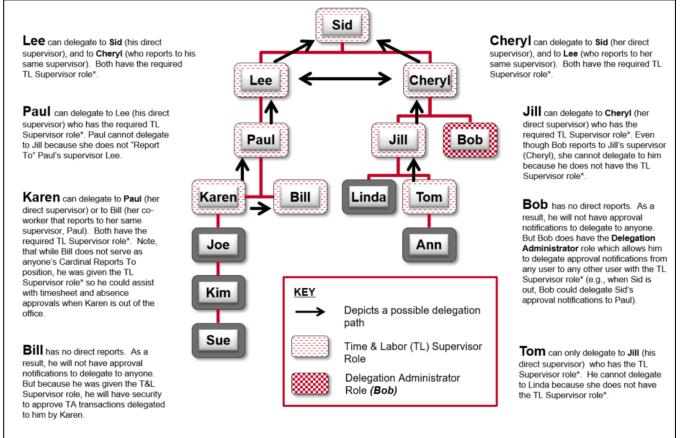


ер	Action								
		elegation Requ is using the <b>Sh</b> n.							
	My Delegated Author	rities							
	Financial Services Manager I This page allows you to view your delegated authorities. Select a particular status and select <i>Refresh</i> to show the								
	matching requests. Select the informatio Accepted Ended Show Requests by Status Choose Delegate								
	Transaction	Name	Job Title	From Date	To Date	Request Status	Delegation Status	Details	
	Manage Approve Rep Time	SUMITRA SHREST	HA Financial Services Manager II	10/16/2020	10/16/2020	Accepted	Active	0	
bage	Select All Desele Return to Manage Delegation		based on th	e select	ed Req	uest Sta	atus.		
<b>.</b>	Delegated Authorities					-			
Fin	ancial Services Manager I is page allows you to view your de tching requests. Select the inform	elegated authorities. Select a par vation icon for request defails.	ticular status and select <i>Re</i> i	fresh to show the	5				
Fin	is page allows you to view your de	nation icon for request details.		fresh to show the	3				
Fin Th ma	is page allows you to view your de atching requests. Select the inform	nation icon for request details.							
Fin Th ma	is page allows you to view your de tching requests. Select the inform Show Requests by Sta	tus Accepted V		lefresh	Berry	est Dele s Stat	rgation US	Details	



#### TA373\_Delegation Administration for Supervisors

#### TA Delegation Example (Best Business Practice)



\*All users that are designated Reports To must be assigned the TL Supervisor role (and AM Supervisor if using Cardinal Absence Management)