Leave tracker

Solution overview · August 2026

Keep employee leave data under your control. A self-hosted leave management system with configurable policies, automated entitlement calculations, flexible approval workflows and integration with the identity provider you already run.

The problem

Most companies still track leave in spreadsheets and mail threads. Two people quote two different balances; public holidays are counted on one sheet and ignored on another; nobody can reconstruct why a number changed. Commercial HR suites replace the spreadsheet, but they sit outside your identity directory, charge per seat, and rarely fit your own rules.

What it is

A self-hosted web application for organizations that already run single sign-on (OpenID Connect / Keycloak) and, optionally, an LDAP directory. It is not a full HRIS: it does one job, leave, and does it against your own rules. Access follows the groups in your directory, and nobody signs in without a role.

Who	What they do
Employees	See what they have earned, what is on hold and what is left; submit a request in minutes and follow its progress.
Approvers	Receive an email with a direct link, sign in with company credentials, and approve or reject. Only the people named on the request can act.
Administrators	Manage employees, policies, holiday calendars, approvers and a full audit trail. A leave year can be imported from and exported to Excel.

What you can configure

Every leave policy is yours to define: vacation and sick allowances, paid and unpaid sick leave, seniority increases, probationary periods, proration for mid-year joiners, and what happens to unused days at year end. Assign each employee to the policy that matches their contract. Approval routing is configurable the same way, and public holidays are maintained per country and leave year, so a request is costed correctly wherever the employee sits.

Architecture

Deployed on your own infrastructure, in your own network. The application stores nothing outside the database you host and back up, integrates with the identity provider you already operate, and is built on widely used technology your own developers can maintain.

Layer	Choice
Frontend	React 18, Material UI, Vite
API	NestJS 11, REST, OpenAPI
Data	PostgreSQL — hosted, backed up and owned by you
Identity	OpenID Connect (Keycloak); roles taken from your directory groups
Notifications	Email to approvers, with a direct link to the decision
Directory	Optional LDAP sync, so joiners and leavers flow through automatically

Who should use it

Organizations that want leave data to stay in-house and already run corporate single sign-on — particularly those whose leave rules are too specific for a generic HR platform, or who employ people in more than one country.