

DOCUMENT RETENTION SCHEDULE

1. Police and Crime Commissioner Business

Business Function	Records	Retention
Internal Office and Team Meetings	Minutes, agendas, and reports	2 years
Decisions	Decisions (and associated papers) and decisions log	Permanent
Regional PCC meetings, Collaboration, Partnership and external meetings (Where the PCC owns the record)	Reports	Permanent
	Supporting documentation	6 years
	Questions and Answers	6 years
Regional PCC meetings, Collaboration, Partnership and external meetings (Where the PCC does not own the record)	Reports	4 years
	Supporting documentation	4 years
PCC Planning and Reporting	Police and Crime Plan	Permanent
	Business Plans	Permanent
	Strategy Plans and Policies	Permanent
	Annual Reports	Permanent
Appointment of Chief Constable	Advertisements – electronic	6 years
	Application forms – unsuccessful – hard copy	1 year
	Personnel files – hard copy including interview reports	6 years after last pension payment
Leaving of Chief Constable (hard copy)	Resignation, redundancy, dismissal, death, retirement	6 years after termination or, if pension paid, 6 years after last pension payment

Document Retention Periods Schedule – Revised in November 2022 – Next review due November 2025.

Unless stated otherwise all documents are to be kept as electronic only.

Business Function	Records	Retention
Complaints against Chief Constable	Correspondence	6 years
Complaints against OPCCN staff	Correspondence	6 years
Police Complaints Reviews	Correspondence	6 years
Independent Members for Misconduct Hearings	Appointment process	6 years after leaving
	Expenses/Allowances paid	6 years
Legally Qualified Chairs for Misconduct Hearings	Appointment process	6 years after leaving
	Expenses/Allowances paid	6 years
Police Appeal Tribunals	Correspondence, reports, agendas, minutes, records of PAT cases, transcriptions etc.	6 years
Independent Custody Visiting Scheme	Annual Report	Permanent
	Visitors report and Co-ordinator meeting notes	2 years
	ICV Expenses	6 years
	Custody Visitor details	2 years after end of appointment
	Applications (unsuccessful)	1 year
	Scheme Handbook	Until superseded
Freedom of Information	Correspondence	5 years
Data Protection	Subject access requests	2 years
Correspondence	Correspondence	2 years as of last correspondence on topic
General draft and supporting documents	Where a document is final and has been approved/published as applicable	6 months after final document approved/published

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2. Consultation, Engagement, Media and Public Relations

PCC's Public Facing Function	Records	Retention
Community Engagement	Strategies and Correspondence	4 years
Public Consultation	Strategy, records, correspondence, minutes and supporting papers	4 years after collation of data
Media relations	Press Releases	4 years unless relating to an ongoing project
	Strategy	3 years
Marketing	Developing and promoting of OPCCN events	2 years
	Information about OPCCN	Until superseded
Independent Advisory Group	Personnel Files	1 year after end of appointment
	IAG Expenses	6 years
	General Correspondence	2 years

3. Police and Crime Commissioner

PCC's Standards	Records	Retention
Expenses	Expense claims	6 years after claim
Register of Interests and Hospitality (hard copy and electronic)	Disclosable Interests	Permanent
	Register of Gifts and Hospitality	Permanent
Code of Conduct (hard copy and electronic)		2 years after office ends
PCC Declaration (hard copy and electronic)		Permanent

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4. Office of the Police and Crime Commissioner Internal Management and Administration

Internal Management and Governance Function	Records	Retention
Governance Framework	Scheme of Governance	Permanent
	Delegation of Functions	Permanent
	Terms of Reference	Permanent
	Standing Orders/Financial Regulations	Permanent
Police Performance Monitoring	Monthly/Quarterly/Annual Statistics	5 years
	PCC response to HMIC Reports	5 years
Joint Audit Committee	Minutes, agendas, reports	6 years
	Annual Audit Letter	6 years
	External Audit reports	6 years
	Internal Audit reports	6 years
	Terms of Reference	6 years
	Personnel files including appraisal notes	6 years following Member's departure
Risk Management	Risk register	2 years after risk is mitigated
Diaries and Calendars	Electronic	3 years

5. Office of the Police and Crime Commissioner – Human Resources

HR Function	Records	Retention
OPCCN Recruitment including Chief Executive, Chief Finance Officer, Monitoring Officer and s151 Officer (hard copy)	Application forms (unsuccessful)	1 year
	Leavers	6 years
	Completed vetting forms (unsuccessful)	Immediately after completion of recruitment process
	Application forms (successful) and interview notes	4 years

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	Completed vetting forms (successful)	Upon termination of employment
OPCCN staff/officers – HR records/personnel files	Staff sickness	2 years
	Performance reviews/training/grievances/appeals	6 years from leaving date
Policies and Procedures	Policies and Procedures	Until superseded
Health and Safety	Risk Assessment	Until superseded

6. Property and Land Management

Property and Land Management	Records	Retention
Insurance	Insurance policies / correspondence	7 years after term expires

7. Police and Crime Panel

Police and Crime Panel	Records	Retention
PCC Scrutiny	Confirmation hearing paperwork	6 years
	Complaints handling	6 years

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8. Police and Crime Commissioner – Legal and Contracts

Legal and Contracts Function	Records	Retention
Litigation (hard copy and electronic)	Correspondence	7 years after last action
	Criminal and civil case files	7 years after last action
Legal Advice (hard copy and electronic)	Correspondence	3 years
Signed Agreements	Service level agreements	6 years after agreement expires
Sealing Register	Hard copy	Permanent
Asset Acquisition/Disposal (hard copy and electronic)	Legal documents relating to purchase/sale	6 years (12 years if over £50k)
	Leases	6 years (12 years if over £50k)
	Tender documents	6 years (12 years if over £50k)
Police Medical Appeals	Correspondence, reports, agendas, minutes, records of Appeals	6 years
Police Pension Appeals	Correspondence, reports, agendas, minutes, records of Appeals	6 years

9. Finance

Financial Management	Records	Retention
Annual Reports	Annual statement of accounts	Permanent
Financial Strategy	Medium Term Financial Strategy	Until Superseded and for 5 years
Treasury Management	Treasury Management Strategy and Outturn Report	1 year
Asset monitoring and maintenance	Asset Registers	Destroy 7 years after end of financial year
	Inventories / Stocktaking	Destroy after 2 years
	Acquisition and disposal reports. Service/maintenance records	Destroy 7 years after sale or disposal

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OPCC Budget Setting	Final annual report	Permanent
	Draft budget and estimates	4 years after budget set
	Budget monitoring	Destroy after following years budget adopted
OPCC Expenditure	Invoices / receipts / bank statements / vouchers / ledgers / write off of public monies	7 years after end of financial year
Funding agreements	Funding agreement documents	7 years
Commissioning	Service provider reports	5 years
	Specifications, project documents and quotes	5 years
	Project Media (not owned by the PCC)	2 years
	Partner's policy documents	2 years after contract end
Grants	Awarded	7 years
	Not Awarded	2 years
	Received	7 years
	Grant monitoring documents	7 years
	Grant variation documents	7 years
Precept (council tax)	Precept charges	6 years plus current financial year

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