

Data Information Type	Data Type Owner	Type of employment record	Retention period
PII		<b>Recruitment records</b>	
	HR	These may include:	Unsuccessful candidates: two years after notifying candidates of the outcome of the recruitment exercise. Successful candidates documents will be transferred to the personnel file.
	HR	Completed online application forms or CVs.	
	HR	Equal opportunities monitoring forms.	
	HR	Assessment exercises or tests.	
	HR	Notes from interviews and short-listing exercises.	
	HR	Right to work checks	
	Security	Pre-employment checks	
	Security	Pre-employment verification of details provided by the successful candidate. For example, checking qualifications and taking up references. (These may be transferred to a successful candidate's employment file.)	
	Security	Criminal records checks. (These may be transferred to a successful candidate's employment file if they are relevant to the ongoing relationship.)	
PII		<b>Contracts</b>	
	HR	These may include:	While employment continues and for six years after the contract ends.
	HR	Written particulars of employment.	
	HR	Contracts of employment or other contracts.	
	HR	Documented changes to terms and conditions.	
PII		<b>Payroll and wage records</b>	
	HR	Payslips	Six years plus current tax year.
	HR	P60's	
	HR	Benefits in kind (P11D)	
	HR	Payroll input	
	HR	Current bank details for payroll purposes	
	HR	PAYE records	
	HR	Bacs listing	Six years from the financial year-end in which payments were made.
	HR	Payroll summaries	
	HR	RTI-FPS-EPS	Two years beginning with the day on which the pay reference period immediately following that to which they relate ends.
	HR	Records in relation to hours worked	
PII		<b>Personnel records</b>	
	HR	These include:	While employment continues and for six years after employment ends.
		Personal details e.g. address, date of birth, NINO, next of kin	
	HR	Qualifications/references.	
		Consents for the processing of special categories of personal data.	
	HR	Annual leave and absence records.	
		Annual assessment reports.	
	HR	Disciplinary procedures.	
		Grievance procedures.	
	HR	Resignation, termination and retirement.	Bank details will be deleted as soon after the end of employment as possible once final payments have been made
		Current bank details	
PII		<b>Records in connection with working time</b>	
	HR	Records to show compliance, including:	Six years after employment ends.
	HR	Working Time Directive opt-out	
PII		<b>Maternity, paternity, adoption and shared parental leave records</b>	
	HR	These include:	Three years after the end of the tax year in which the maternity pay period ends.
	HR	Payments	
	HR	Dates	
	HR	Period without payment.	
	HR	Maternity certificates showing the expected week of confinement.	
PII		<b>Data Subject Access Requests</b>	
	GRP	These include:	These are typically kept for 1 year after the Data Subject Access request has been satisfied. Though in some cases we may decided that we have a legitimate business interest to retain them for longer than a year - In such cases, we notify the data subject that we intend to do so.
		Any data records that have been requested by the data subject	
PII		<b>Travel and subsistence.</b>	
	Finance	Travel expenses & subsistence. allowances.	While employment continues and for seven years after employment ends.
PII		<b>Training Records</b>	
	AeroAcademy	A record of training that an individual has had as privately provided by our AeroAcademy training provider	Two years from the last activity or upon end of contract
	Health & Safety	A record of training that an individual has had concerning Health & Safety	Six years but may vary up to 50 years dependant on the subject matter of the training.
PII		<b>Visitor Information</b>	

	Multiple:- Security Export & Control	These include: Full name, your title and your Company details Your photo The reason you are visiting (Visitor Type) Your contact details Your Nationality Your Citizenship Any Disability	Ten years from the date of your last visit
PII		<b>Information supplied by Third Party Supplier</b>	
	Multiple:- Procurement	These could include:-  Contact Data Your name; address; email address; telephone No, company position, location CV or Career History Training, skills, industry or project experience, personal development, other professional and personal experience References of Previous employers, educations establishment, professional and personal experience Relating to travel arrangements where applicable Name, address (including home address) and contact details (including email address, telephone No, Company position, location, passport and visa details	For the duration of your employment.
		<b>Employment history</b>	
	Finance	Accounts Data Accounts Contact, Bank details, VAT Number, Company No Relating to your scheduled attendance at work  Name, Place of work, days of work, working hours	Duration of Product Six years after last invoice For duration of Contract or Life of Product if applicable to Airworthiness safety.
	Security	Relating to Security Checks when attending Marshall sites Criminal declaration form, nationality, passport, driving license, photos Date of Birth, Place of Birth	Duration of your employment/contract + 1 year after leaving
		CCTV Imagery	Thirty one days since your image was last captured, unless the image is subject to an investigation of an allegation of misconduct. In such cases the image will be kept in line with personal records
		Relating to Airside Driver Permits Name, Department	Three months after expiry
		Relating to Security Awareness General Security Awareness Training (GSAT) Record	Duration of your employment/contract
	Export & Control	Data relating to International Traffic in Arms Regulation (ITAR) Passport, Past & Present Nationality or Citizenship	Five years after the Expiry Date of the applicable ITAR License or Technical Assistance Agreement (or it's expiry amendment Date)

Updated 15/07/2020 - Clarification on CCTV Imagery