



HR Record Retention Requirements – Pakistan

Legal Framework

Legislative Framework for Record Retention Requirements

As most HR professionals know, document retention for employee-related records—such as personnel files, payroll information, benefits records, and background checks—is a particularly complicated process, required by law, with variations from country to country. Complicating the process further, each document in each country has its own individual retention requirements, and the financial penalties for noncompliance can be significant. A carefully designed and implemented HR record retention policy is a necessary step to support an employer's robust compliance program.



While disposing of too many records can increase a company's legal exposure, disposing of too few records may also increase legal exposure as well as the cost of storage. Employers must identify which records should be retained, how long records should be retained and the different

formats in which records may be stored.

Employers must also determine how to ensure internal HR record retention policies comply with all applicable regulations and local laws.

General Recordkeeping Requirements

Keeping HR records through a robust document retention policy may be useful to employers for various reasons, including (a) maintaining the corporate memory of the company; (b) satisfying legal or regulatory requirements; (c) preserving documents with an enduring business value to the company; and (d) protecting the company against the risks of litigation and the need to preserve evidence and comply with disclosure obligations as necessary.

However, a balance must often be struck between keeping documents for a sufficiently long period of time, so as to meet an employer's legitimate business objectives, and not keeping those documents unnecessarily, which could give rise to a breach of data protection laws or otherwise create unnecessary risk.

Retention Periods

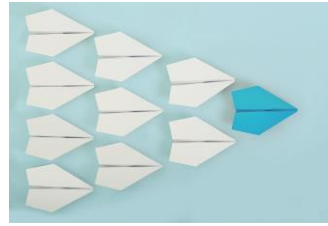
Most countries have minimum and maximum retention periods for certain HR records. Even if there is no statutory minimum retention period for a certain category of records in a particular

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country, it is often recommended to retain records until the expiration of the relevant time limits for bringing legal actions or regulatory investigations (statutes of limitations).

In addition to maintaining minimum retention periods, some countries also have maximum retention periods. A record's survival must often be limited so as to safeguard the privacy of persons whose personal data is contained in that record. In particular, records must be kept for no longer than is necessary for achieving the purposes for which the records were collected or subsequently used. After the maximum retention periods have expired, the documents should be either permanently deleted or anonymized (i.e., all references to data subjects should be redacted so that it is no longer possible to identify those persons).

In Pakistan, the required retention period for many HR records is not clearly defined. As a best practice, some employers retain copies of certain employment related records permanently. That said, if the Personal Data Protection Bill 2021 goes into effect, this may change as employers would



be expected to remove personal data that's no longer required for the purpose it was processed.

Format of Records

Multiple laws, decisions, and even everyday life practices apply when assessing the retention period of a document. Pakistan's Electronic Transactions Ordinance, 2002 permits the electronic storage of documents, provided that: the electronic document's contents remain accessible for subsequent reference; the content remains as originally sent/generated/received; and, the electronic document enables the identification of its origin and destination and the date and time when it was generated. Unless a document is specifically required to be in paper form by law, employment records may be retained electronically. Note that electronic employment records should remain accessible by the employer in the event a specific record is needed.

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