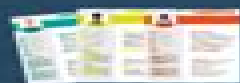


FEDERAL RECORD RETENTION PERIODS

Healthcare providers have enough documentation to keep track of when it comes to patients and their medical records. But retaining employment related documents is equally important. Here are the common employment records that need to be maintained based on federal requirements.

HIRING RECORDS

Including job applications, job advertisements / openings, resumes, failure to hire, employment tests, promotions, training programs, overtime work opportunities



1 year

PAYROLL



Or other records containing name, address, date of birth, occupation, rate of pay, and weekly compensation

3 years

EMPLOYEE MEDICAL RECORDS

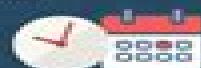
Excludes a) health insurance claims records; b) first-aid records made onsite by a non-physician of one-time treatment and later observations that did not involve medical treatment; c) medical records of employees who have worked for less than 1 year if they are provided to the employee at end of employment



Duration of employment plus 30 years

LEAVE RECORDS

Dates/hours of FMLA leave, notices, leave policies, records of any dispute regarding leave



3 years

BASIC EMPLOYMENT AND EARNING RECORDS

Time cards, wage rate tables, work and time schedules, and records of additions to or deductions from wages



2 years

PERSONNEL RECORDS



Including requests for reasonable accommodation, job applications, hiring, promotion, demotion, transfer, lay-off or termination, rates of pay or other terms of compensation, and selection for training or apprenticeship

1 year



EMPLOYEE BENEFIT PLANS

Including pension and insurance plans, seniority and merit systems and merit systems

1 year

PAYMENT RECORDS



Any records relating to payment of wages, wage rates, job evaluations, job descriptions, merit or seniority systems, collective bargaining agreements, description of practices or other matters which describe or explain the basis for payment of any wage differential to employees of the opposite sex in the same establishment

2 years

FORM 1-9



Employment Eligibility Verification

3 years

EMPLOYEE EXPOSURE RECORDS



30 years

OSHA 300 LOG



Privacy case list (if any), annual summary, and OSHA 301 Incident Report forms

5 years

For more information view the blog article:
<https://1sthcc.com/how-to-comply-with-federal-recordkeeping-requirements/>

Payroll Record Retention Guidelines By State

Julia Schneider



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Guide to Record Retention Requirements, 1994 *Guide to Record Retention Requirements in the Code of Federal Regulations*, 1986 *The Code of Federal Regulations of the United States of America*, 2001 The Code of Federal Regulations is the codification of the general and permanent rules published in the Federal Register by the executive departments and agencies of the Federal Government Guide to Record Retention Requirements United States. Office of the Federal Register, 1969 Blackwell's Five-Minute Veterinary Practice Management Consult Lowell Ackerman, 2020-01-09 Provides a quick veterinary reference to all things practice management related with fast access to pertinent details on human resources financial management communications facilities and more Blackwell s Five Minute Veterinary Practice Management Consult Third Edition provides quick access to practical information for managing a veterinary practice It offers 320 easily referenced topics that present essential details for all things practice management from managing clients and finances to information technology legal issues and planning This fully updated Third Edition adds 26 new topics with a further 78 topics significantly updated or expanded It gives readers a look at the current state of the veterinary field and teaches how to work in teams communicate with staff and clients manage money market a practice and more It also provides professional insight into handling human resources in a veterinary practice conducting staff performance evaluations facility design and construction and managing debt among other topics KEY FEATURES Presents essential information on veterinary practice management in an easy to use format Offers a practical support tool for the business aspects of veterinary medicine Includes 26 brand new topics and 78 significantly updated topics Provides models of veterinary practice challenges to the profession trends in companion practices and more Features contributions from experts in veterinary practice human resources law marketing and more Supplies sample forms and other resources digitally on a companion website Blackwell s Five Minute Veterinary Practice Management Consult offers a trusted user friendly resource for all aspects of business management carefully tailored for the veterinary practice It is a vital resource for any veterinarian or staff member involved in practice management **Guide to Record Retention Requirements (Title 1, Appendix A) Rev. as of January 1, 1965** United States. Office of the Federal Register, 1965 Code of Federal Regulations, 1969 Special edition of the Federal Register containing a codification of documents of general applicability and future effect with ancillaries *Code of Federal Regulations* United States. Internal Revenue Service, 2012 Special edition of the Federal register containing a codification of documents of general applicability and future effect as of April 1 with ancillaries *OSHA 2002 Recordkeeping Simplified* James Roughton, 2003 Employers Subject To OSHA Recordkeeping Requirements The Mechanics Of OSHA Recordkeeping Location Retention And Maintenance Of Records Employer Decision making Analysis Of Recordability Of Case Evaluating The Extent Of Recordable Cases Employer Obligations For Reporting Occupational Injuries And Illnesses Access To OSHA Records And Penalties For Failure To Comply With Recordkeeping

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valuable information for the reader Working professionals can benefit from the emphasis placed on practical approaches to facilitate person centered and whole person care and a facility s sustainability *Federal Register* ,1978-09 **Code of Federal Regulations, Title 26, Internal Revenue, PT. 30-39, Revised as of April 1, 2012** ,2012-08 **Records and Information Management** William Saffady,2021-04-01 Records and Information Management Fundamentals of Professional Practice Fourth Edition presents principles and practices for systematic management of recorded information It is an authoritative resource for newly appointed records managers and information governance specialists as well as for experienced records management and information governance professionals who want a review of specific topics It is also a textbook for undergraduate and graduate students of records management or allied disciplines such as library science archives management information systems and office administration that are concerned with the storage organization retrieval retention or protection of recorded information The fourth edition has been thoroughly updated and expanded to Set the professional discipline of RIM in the context of information governance risk mitigation and compliance and indicate how it contributes to those initiatives in government agencies businesses and not for profit organizations Provide a global perspective with international examples and a discussion of the differences in records management issues in different parts of the world Its seven chapters are practical rather than theoretical and reflect the scope and responsibilities of RIM programs in all types of organizations Emphasize best practices and relevant standards The book is organized into seven chapters that reflect the scope and responsibilities of records and information management programs in companies government agencies universities cultural and philanthropic institutions professional services firms and other organizations Topics covered include the conceptual foundations of systematic records management the role of records management as a business discipline fundamentals of record retention management of active and inactive paper records document imaging technologies and methods concepts and technologies for organization and retrieval of digital documents and protection of mission critical records In every chapter the treatment is practical rather than theoretical Drawing on the author s extensive experience supplemented by insights from records management publications the book emphasizes key concepts and proven methods that readers can use to manage electronic and physical records **Chief Officer: Principles and Practice includes Navigate Advantage Access** David Purchase,2019-12-06 The National Fire Protection Association NFPA and the International Association of Fire Chiefs IAFC are pleased to present you with the third edition of Chief Officer Principles and Practice The Third Edition addresses both Fire Officer III and Fire Officer IV levels of the 2020 Edition of NFPA 1021 Standard for Fire Officer Professional Qualifications and is designed to help future chief officers as they transition from company officer and become problem solving leaders for their organization Good leadership is an essential element in the successful operational management of any organization Today s chief officers must prepare themselves and the staff they lead to navigate powerful trends including political ethical legal and sociological that are likely to shape the fire service

impacting department structures and roles in the community and altering the demands placed not only on fire service leaders but also on the personnel they lead The Third Edition features exceptional content to prepare today s fire service leaders to develop the leadership skills necessary to excel in their position and motivate their department members to become an efficient effective and safe response force New to the Third Edition A section on media relations programs that addresses communication methods policy development and crisis managementA discussion of department risk management including the importance of creating a risk management plan taking an inventory of potential risks faced by department employees and implementing control measures to correct deficienciesA section on preparing to deal with an active shooter or hostile event situationA discussion of the ways generational differences may influence a department member s workplace expectations and preferencesExpanded coverage of diversity policies and practices and consideration of LGBTQ rights to reflect the current workforceInformation on long range planning including how to create a capital improvement plan and meet training needsThe Third Edition features A clear division of Fire Officer III and IV contentAfter Action Review sections that include detailed chapter summaries key terms and Chief Officer in Action case scenarios designed to reinforce chapter contentNew Deputy Chief and Fire Chief Activities that encourage students to take what they have learned about the Job Performance Requirements covered in the chapters and apply it to their own departmentsNew case study continued from Fire Officer Principles and Practice Fourth Edition that addresses the progression of responsibility from Fire Officer I to Fire Officer IV

The Daily Management of Records and Information David O. Stephens,1991 *Kimberlin V. United States Customs Service* ,1984 *The Office* ,1977 Privacy Act Issuances ... Compilation United States. Office of the Federal Register,1985 Contains systems of records maintained on individuals by Federal agencies which were published in the Federal Register and rules of each agency concerning the procedures the agency will use in helping individuals who request information about their records

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