

Joanna Matthews
Chair, Royal Mail Pensions Trustees Ltd

September 2021

Employer consultation on closure of the Royal Mail Pension Plan (RMPP)

Dear Member

In the last few days, Royal Mail and the associated employers in the Royal Mail section (“the Employers”) began a consultation about closing the Royal Mail section of the RMPP to the future build-up of benefits. By now you should have seen their letter and consultation material.

I want to explain the Trustee’s role in this consultation process and to explain what may happen after the consultation has ended.

NOTE: The consultation only affects **employee** members of the RMPP. If you have left employment, opted out, or your Age65 benefits are already being paid, then your benefits will NOT be affected, and this letter is just for your information.

Who is the Trustee?

The Trustee of the RMPP is a company called ‘Royal Mail Pensions Trustees Limited’. This company is legally responsible for ensuring that the RMPP is run properly. The Trustee company is made up of nine Trustee Directors. Four Trustee Directors are nominated by the Employers, four by the unions – and the ninth is an independent Chair, appointed by Royal Mail with the unions’ agreement.

What is our role in the consultation process?

We are not involved in the formal consultation process, which is being conducted by the Employers in the Royal Mail section with its employees and their representative unions. However, we are watching the process closely and will check that it meets with the necessary legal requirements.

The Employers in the Royal Mail section decide the level of pension benefits they wish to offer to their employees from time to time. Those benefits are set out in a legal document called the Trust Deed and Rules. The Rules say that Royal Mail can decide to stop the future build-up of benefits for employee members by giving notice to the Trustees. However, Royal Mail and the Employers can only make changes to your benefits after they have consulted with affected members. This means that the Trustee does not have a decision-making role in relation to the closure provided the legal requirements for consultation have been met.

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Accordingly, our role, when faced with a proposal from the Employers about benefit changes, is to assess whether the legal requirements have been met to enable Royal Mail to move to closure, and then to agree with Royal Mail the formal documentation needed to record any changes.

What happens after the consultation process?

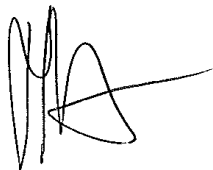
No decision on whether to agree to change the Rules to record Royal Mail's decision can be taken by us until the consultation with members has been concluded and any formal proposal for change has been received from Royal Mail.

At the end of the consultation process, we will consider any formal proposal presented by the Employers and assess whether the legal requirements have been met. We will write to you again if closure to future build-up of benefits in the RMPP is to go ahead.

For any enquiries about the consultation, the pension proposal or the effect on your pension, please refer to the information sent recently by Royal Mail. You can find out more about the consultation and get answers to questions you might have at: myroyalmail.com/collective-plan

However, if you have a question about your existing RMPP benefits, unrelated to the consultation or proposed changes, please contact the Pensions Service Centre, their details are at the bottom of this letter.

Yours sincerely,



Joanna Matthews

Chair, Royal Mail Pensions Trustees Limited

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Get in touch



For further help and information, contact the Pensions Service Centre:



Pensions.helpline@royalmail.com



0345 603 0043
Mon to Fri, 8.30am to 5.00pm



**Pensions Service Centre,
PO Box 5863, SHEFFIELD, S98 6AB**



royalmailpensionplan.co.uk

For questions about RMSPS benefits visit **Capita** at royalmailsp.co.uk

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