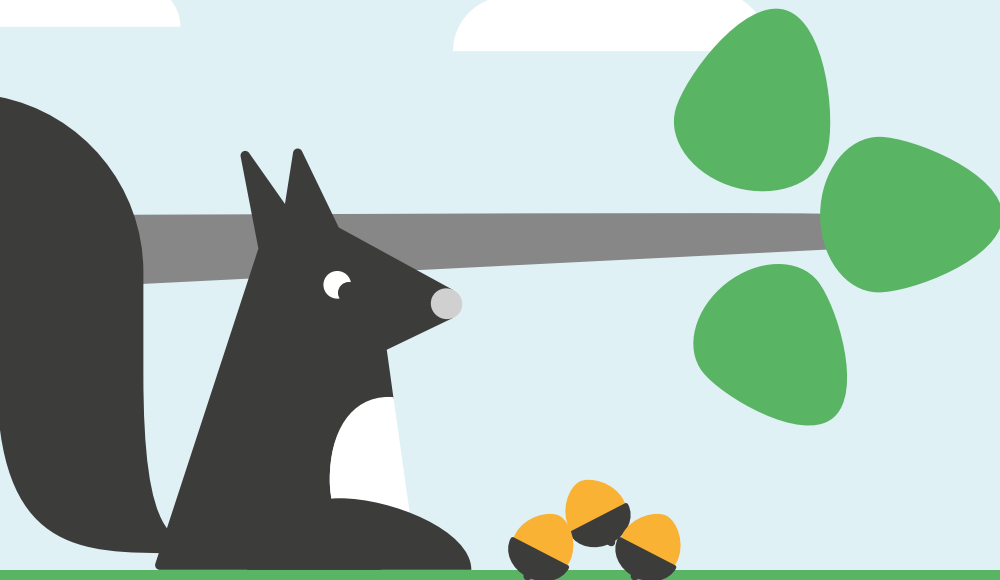


Spring 2026 | [royalmailpensionplan.co.uk](http://royalmailpensionplan.co.uk)

# Pensions News 2026



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# Welcome from the Chair

## Welcome to this year's Pensions News.

I hope this newsletter provides you with clear and helpful updates about your benefits and the ongoing work of the Trustee Board.

Inside, you'll find an update on the funding position of the RMPP, including the latest funding levels for both pre-2018 benefits and the Cash Balance benefits built up since April 2018. I'm also pleased to be able to confirm the increase applied to Cash Balance benefits this year.

On page 3 you can read about the recent Member-Nominated Trustee election and learn more about how your Trustee Board is made up and how it represents members' interests. Keeping members informed about how the Plan is governed remains a key priority for us.

On page 3 we've also included information about the upcoming change to the minimum pension age from April 2028

and a reminder of the benefits that may be payable to your loved ones when you die, including the importance of keeping your nomination forms up to date. Finally, we revisit the steps you can take to protect yourself against pension scams, which unfortunately continue to pose a real risk.

I hope you find this year's newsletter informative. If you have any questions about your benefits, the Pensions Service Centre will be happy to help. Their contact details can be found on the final page.

### **Joanna Matthews**

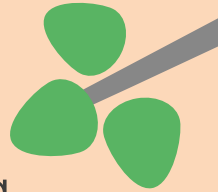
Chair of the Trustee,  
Royal Mail Pension Plan

# Member - Nominated Trustee Election

We recently held a nomination and selection process for one of the member-nominated Trustee Director positions on the Board. The position was one of those filled by an election process involving employee members of the RMPP, working in a CWU-represented grade. Nine people put their name forward and a ballot was held throughout March. Lionel Sampson (who decided to stand for re-election) was the winning candidate and will serve a new three-year term from 1st April 2026. Also, Gary Sassoon-Hales was re-nominated by Unite/CMA for a new three-year term from 1 April 2026, having previously been elected via a ballot for the previous three years. The Trustee Board agreed to his selection.

You can learn more about how the Trustee Board works and read about the current Trustee Directors on our website: [royalmailpensionplan.co.uk](https://royalmailpensionplan.co.uk) – just look under ‘about the RMPP’ at the top of the page.

# The earliest age you can take pension benefits is changing



The normal retirement age in the RMPP is 60 for benefits built up before 2010 and 65 for benefits built up after then. It's possible to take early payment of your benefits at any time from the age of 55 – but the amount you get will be reduced to reflect the longer time they will be paid. The government sets the 'minimum pension age' and may change it from time to time. In 2014, following a consultation, the government announced it would increase the minimum pension age to age 57 in 2028 to coincide with the rise of state pension age to 67. The change will happen on 6th April 2028, meaning from that date, you must be 57 or over to take any pension benefits early.

**Note:** This does not affect people who successfully apply for early payment of their pension on ill health grounds. In such cases, there is no minimum age, but you will need to qualify under the rules of the RMPP.

# Cash Balance Increase

Benefits that you built up in the RMPP for service on or after 1 April 2018 are normally increased each year in accordance with a policy set by Royal Mail. This is based on market conditions from time to time, but the aim is to provide an above inflation increase. We're pleased to confirm that the benefits built up in the Cash Balance fund as at 31 March 2025 for current employees (or those who left since 1 April 2018 and are not yet 65) were increased on 1 April 2026 by 6.4%.

# Funding Update

Every year we look at how much money the RMPP is likely to need to pay everyone their benefits (the liabilities) and compare that with the total amount of money the RMPP currently has (the assets). The results of the most recent 'Funding Update' for the Royal Mail section of the RMPP as at 31 March 2025 are shown below, compared to the previous update in 2024.

## Non Cash Balance

This relates to the benefits that members have built up before 1 April 2018.

	<b>Actuarial Valuation at 31 March 2024</b>	<b>Funding Update at 31 March 2025</b>
<b>Liabilities</b>	£5,749 million	£5,066 million
<b>Assets</b>	£6,955 million	£6,050 million
<b>Surplus</b>	£1,206 million	£984 million
<b>Funding level (assets divided by liabilities)</b>	121%	119%

The liabilities and assets shown in the table exclude Additional Voluntary Contribution funds.

You'll see that the value of the assets fell over the year. This drop was mainly due to the performance of the 'matching' assets. These assets are designed to keep track with the changes in the cost of providing pensions (liabilities). So, although the assets fell in value, the liabilities did too, because of a rise in gilt yields (which means the expected cost of providing pensions in the future, is lower).

### Cash Balance

This relates to the benefits that members have built up since 1 April 2018.

	<b>Actuarial Valuation at 31 March 2024</b>	<b>Funding Update at 31 March 2025</b>
<b>Liabilities</b>	£1,871 million	£1,892 million
<b>Assets</b>	£1,923 million	£1,949 million
<b>Surplus</b>	£52 million	£57 million
<b>Funding level (assets divided by liabilities)</b>	103%	103%

Both the liabilities and the assets increased over the year. This was mainly because, until closure in October 2024, member benefits were still building up and contributions being paid in this part of the RMPP.

### What if the RMPP is wound up?

By law, we must tell you the funding level if the RMPP was wound up, and the assets and responsibility for paying your benefits were transferred to an insurance company. On this basis, and based on the valuation as at 31 March 2024, the RMPP could meet 100% of its commitments. Finally, we must tell you that over the past year we didn't pay any 'surplus assets' to Royal Mail, or other employers and The Pensions Regulator has not imposed any orders on the RMPP to change the rate of contributions or benefits, or the way in which the liabilities are calculated.

### Want to know more?

Head over to [royalmailpensionplan.co.uk](https://royalmailpensionplan.co.uk) to find out more about the RMPP, including the latest Report & Accounts and updates on the Plan's Climate Strategy.

# Your loved ones could receive benefits when you die

## **Being a member of the RMPP means there could be benefits paid to your loved ones in the event of your death.**

If you are married, in a civil partnership or have someone who is financially dependent on you when you die, a pension may be payable to them. If you have children under 18 then they may also receive a pension. This normally stops at 18, or 23 if they remain in full-time education or training.

Based on your circumstances at the time, a one-off cash sum may also be payable. The Trustee of the RMPP will decide who to pay this to but you can tell us who you'd like to be considered to receive it by completing a nomination form. If you've completed one of these before and your circumstances have changed, then it's a good idea to

complete a new form (even if you still want to nominate the same person). Visit the 'library' section of our website: [royalmailpensionplan.co.uk](https://royalmailpensionplan.co.uk) and search under 'forms' from the drop-down menu.

Don't forget, if you have benefits in the new Collective Plan, you'll need to complete a separate nomination form for any benefits that may be due from them. Find out more by visiting their website at: [rmcollectiveplan.com](https://rmcollectiveplan.com)



# Stop!

## Think Fraud

### **Steps to stay safe from scams.**

Scammers appear professional and it's becoming harder to spot the difference between something that's credible and something that's fraudulent.

The Pension Scams Action Group has put together a checklist to go through if you're ever approached about your pension.

**Your pension is your future – keep it safe!**

## Learn more about how to spot and avoid scams

[stopthinkfraud.campaign.gov.uk](http://stopthinkfraud.campaign.gov.uk)



### Step 1

#### Is the offer unexpected?

Is the offer unexpected? Legitimate pension providers are highly unlikely to contact you out of the blue about your pension. Be wary of free pension review offers and/or promises of high/guaranteed returns.

### Step 2

#### Have you checked who you're dealing with?

The Financial Conduct Authority's (FCA) website has a Financial Services Register you can check to make sure that anyone offering you advice or services is authorised to do so. A firm pretending to be an authorised firm is known as a 'clone firm' and may have a clone website that looks exactly like the real deal.

**Tip:** double check their contact details against the register and see if they match. Always ensure a firm is FCA authorised, or you won't be protected by the Financial Ombudsman Service or Financial Services Compensation Scheme if something goes wrong.

Website: [register.fca.org.uk](http://register.fca.org.uk) – Phone: **0800 111 67 68**

### Step 3

#### Stop and think – are you being rushed or pressured?

Pressure to act quickly or you will miss out is often a warning sign. Take your time to make all the checks you need and remember, if it sounds too good to be true, it probably is.

### Step 4

#### Should you seek impartial advice or guidance?

##### MoneyHelper

Free and impartial information and guidance available online, over the phone and via webchat.

Website: [Moneyhelper.org.uk](http://Moneyhelper.org.uk) – Phone: **0800 011 3797**

##### Financial advisers

If you can, it's a good idea to invest in speaking to a financial adviser. Often large amounts of money are at stake and they will be able to help you make the right decision for you.

**Tip:** check any adviser you choose to use is regulated by the FCA.



## Get in touch



You can always get in touch with us by phone, email or post.

If you have a question about your pension, please tell us your full name and date of birth along with your National Insurance or Pension Plan number. This helps us find the information we need to help you more quickly.



**[pensions.helpline@royalmail.com](mailto:pensions.helpline@royalmail.com)**



**0345 603 0043**

Mon to Fri, 9.00am to 5:00pm



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

**[royalmailpensionplan.co.uk](http://royalmailpensionplan.co.uk)**

For questions about RMSPS benefits  
visit **[royalmailsp.co.uk](http://royalmailsp.co.uk)**

# Review your choices regarding your AVC pot(s)

It's been over 18 months since the RMPP closed for ongoing contributions, when Royal Mail's new Collective Plan launched. Many members of the RMPP will have built up one or more pots of money by paying Additional Voluntary Contributions (AVCs) to 'Flexiplan' and or 'Bonusplan'. Although AVC contributions also stopped in October 2024, if you haven't retired these contributions are still being invested for you. You should take time each year to think about these and whether they are all set up as you'd like.

It's important to consider whether the Selected Retirement Age for your AVC funds is aligned with when you expect to take those benefits, and whether the AVC fund(s) in which you are invested remain appropriate.

## Selected Retirement Age

It is important that Scottish Widows and any legacy providers hold a Selected Retirement Age (SRA) that reflects when you expect to take those benefits.

- ✓ It affects projections that the providers prepare for you (in benefit statements and elsewhere).
- ✓ Your SRA also affects the start and end dates of fund switches in the lifecycle (where applicable).
- ✗ It does not affect the dates at which PSC (and Capita) will write to you about your overall benefits in the RMPP and the RMSPS coming into payment – i.e. 60 and/or 65.

## ① Action

Check your most recent AVC benefit statement(s) – or check online if you have your log-on details for money4life to hand – and contact your AVC provider if the SRA differs significantly from the age at which you expect to take your AVC pot.



# About our Funds

## Scottish Widows - Fund Information

There are six core AVC funds available. You can choose to invest in any one or more of these. The funds have significant differences in terms of the risks and potential rewards.

Members who do not wish to actively manage their AVC funds might find that the Lifestyle option meets their needs.

AVC funds are mainly invested in equities whilst you are a number of years from your SRA and are gradually moved into bonds and then cash as you approach SRA. The bond fund and moreover the cash funds are expected to have lower volatility than the mainly equity-based funds that younger members who choose Lifestyle are invested in.

### Action

Check your most recent AVC benefit statement(s) – or check online if you have your log-on details for money4life to hand – to find out which AVC funds you are invested in.



Also, check the 'Royal Mail Guide to AVCs' in the Library on the website for more information about the AVC arrangements.

Contact Scottish Widows if you wish to change your investment choice. You can also contact the Pensions Service Centre to do this – their contact details are at the end of this newsletter.

## Aviva and Standard Life - Legacy Funds

These are “with-profits” funds and a terminal bonus may be payable. However, unlike some “old” funds, neither of these providers' funds have Guaranteed Annuity Rates or other guarantees.

### No action required

The Trustee of the RMPP does not have enough information to recommend a transfer of these legacy funds into the current Scottish Widows funds.