

Understanding your Royal Mail pensions

A summary of all Royal Mail pensions, past and present - to help you get to grips with which Royal Mail pension scheme you're likely to be a member of.

Welcome from CWU

Pension benefits represent an important element in the remuneration package for postal workers. The CWU has always seen “pensions as deferred pay” and as we continue to develop policy, our primary objective must be the long-term sustainability and certainty around the pension benefits due to our members.

The long-awaited Royal Mail Collective Pension Plan (“the Collective Plan”) launched in October 2024. We are proud of the role CWU has played in the development of the Collective Plan, which is the first of its kind in the UK. We believe it to be significantly better than the viable alternatives available and going forwards we will work closely with Royal Mail to support the interests of members.

However, we recognise that pensions are a complex subject, and the addition of the Collective Plan increases the complexity. We wanted to prepare a set of booklets, incorporating the new information on the Collective Plan, to help members understand their Royal Mail pensions.

We are keen to have your feedback. Please let us know what you think of these booklets by emailing dgspdepartment@cwu.org. General enquiries regarding pensions can be sent to the same email address.



Martin Walsh
Deputy General Secretary (Postal)

How to use your booklets

This is the first booklet, in a set of six created by CWU – all about Royal Mail pensions.

If you're not sure which Royal Mail pension schemes you're a member of, this is the best place to start.

This booklet is designed to help you do three things:

1. Give you an overview of the six booklets all about Royal Mail pensions, and what you'll find in each one.
2. Explain simply how Royal Mail pensions have changed over time.
3. Help you work out which of the different Royal Mail pension schemes you might be a member of.

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Page 8	Working out which of the different Royal Mail pension schemes you might be a member of

How to use your booklets

The Royal Mail Group (RMG) has provided many different pension schemes over the years. RMG employees, both past and present, could be a member of one or more of these pension schemes.

CWU has produced a set of six booklets for RMG members, and Representatives, to help explain the Royal Mail Group's different pension arrangements and to promote a better understanding of RMG's pension schemes, as well as the State Pension.

These booklets explain what you might get when you retire and the different options open to you in each of the schemes.

Not every booklet will apply to you, but if you've worked for Royal Mail for a while, it's likely that more than one booklet will be useful for you.

The table on the next page shows you the breakdown of the six booklets. Each of the five other booklets in this set cover information about one or two pension schemes, to keep the content in each booklet short. Plus, there's a short overview about the State Pension in booklet 3 too.

If you're not sure which booklet is relevant to you, go to pages 8 to 11 to help you work out which Royal Mail pension schemes you're likely to be a member of.

How to use your booklets

Booklet	Booklet name	What's inside?
1	Understanding your Royal Mail pensions	A summary of all Royal Mail pensions, past and present. It's designed to help you get to grips with which Royal Mail pension schemes you're likely to be a member of and find the right booklet to take a deeper dive into your pension
Current pension schemes: these booklets will be relevant for most current employees.		
2	Royal Mail Collective Pension Plan	A guide to the Royal Mail Collective Pension Plan ('the Collective Plan' or 'RMCPP')
3	NEST and the State Pension	A guide to NEST and the new State Pension
Past pension schemes: different booklets will be relevant for different members, depending on their period of service.		
4	Royal Mail's Cash Balance Section	A guide to the Cash balance section of the Royal Mail Pension Plan ('RMPP')
5	Royal Mail's other pre-2018 Defined Benefit (DB) pension schemes	A guide to: The pre-2018 sections of the Royal Mail Pension Plan ('RMPP'), including the interaction with the Royal Mail Statutory Pension Scheme ('RMSPS') covering : <ul style="list-style-type: none"> • Final Salary Sections A & B • Final Salary Section C • Career Salary (CARE) Section
6	Royal Mail's past Defined Contribution (DC) pension scheme	A guide to the Royal Mail Defined Contribution Plan ('RMDCP')

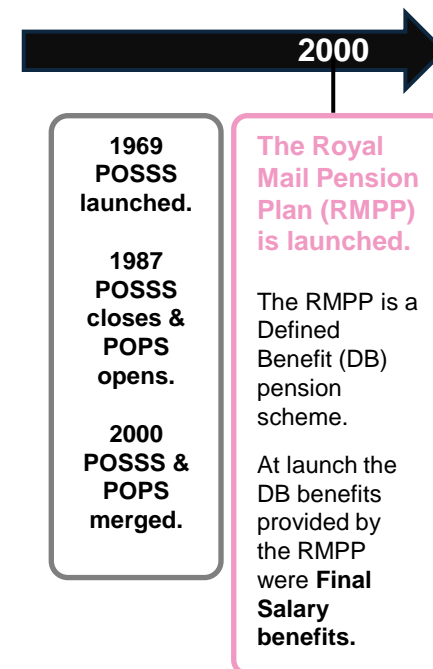
The different Royal Mail pension schemes

If you've been with Royal Mail Group for a while, you'll likely have pensions in more than one Royal Mail pension scheme.

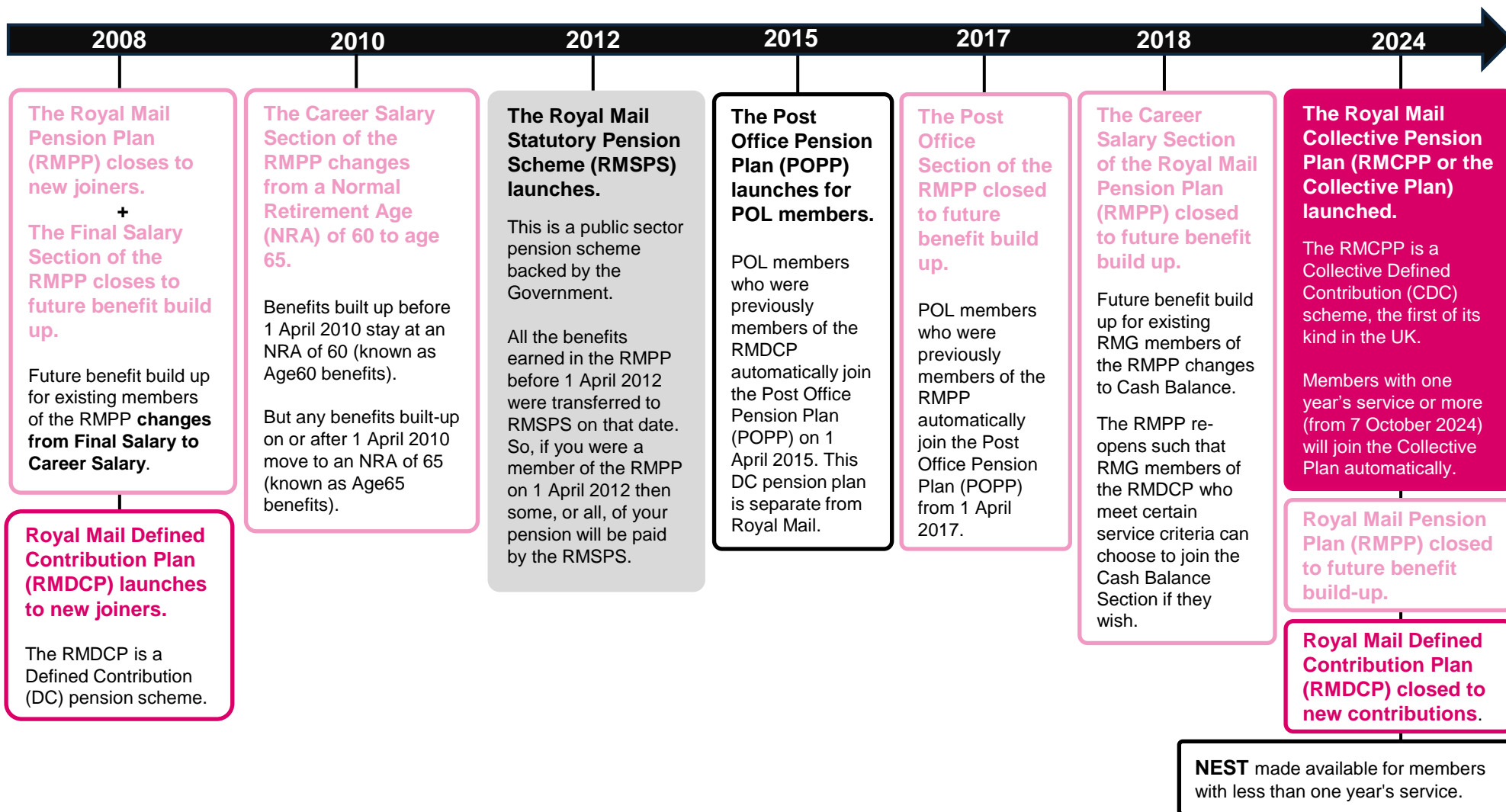
Knowing how these all fit together is an important part of planning for your future.

The timeline that starts on this page and finishes on the next page shows how Royal Mail pensions have changed over time.

But don't worry if you're still not sure which pension scheme you might be a member of, you can use the flowchart on page 10 to work out which pension schemes might be relevant for you – and which booklet from this set to look at to find out more about your Royal Mail pension.



How Royal Mail pensions have changed over time



Working out which of the different Royal Mail pension schemes you might be a member of

If you know which Royal Mail pension scheme you want to take a look at – here's a guide to help you find the booklet that you'll need to go to to find out more.

Pension scheme	Applies to you if...	Which booklet to look at
Royal Mail Collective Pension Plan (RMCPP or the Collective Plan)	<p>You've worked for Royal Mail (including Parcelforce) from 7 October 2024 onwards and have one full year of continuous service.</p> <p>Or</p> <p>You've worked for Royal Mail Property & Facilities Solutions (PFSL) and were an active member of the RMPP on 7 October 2024.</p>	Booklet 2: Royal Mail Collective Pension Plan
NEST	You started working for RMG on or after 7 October 2024 and have less than 12 months service or have opted out of the Collective Plan.	Booklet 3: NEST and the State Pension
Royal Mail Pension Plan (RMPP) – Cash Balance	<p>You started working for RMG (and joined the RMPP) before 1 April 2008 and were still working after 1 April 2018.</p> <p>Or</p> <p>You started working for RMG on or after 1 April 2008, were still working on 1 April 2018 and opted to join the RMPP (available to people with 5 years' service – 1 year in the Nursery scheme and 4 years in the RMDCP).</p>	Booklet 4: Royal Mail's Cash Balance Section
Royal Mail Pension Plan (RMPP) – Career Salary and Final Salary, including the Royal Mail Statutory Pension Scheme (RMSPS)	You started working for RMG or POL (and joined the RMPP) before 1 April 2008.	Booklet 5: Royal Mail's other pre-2018 Defined Benefit (DB) pension schemes

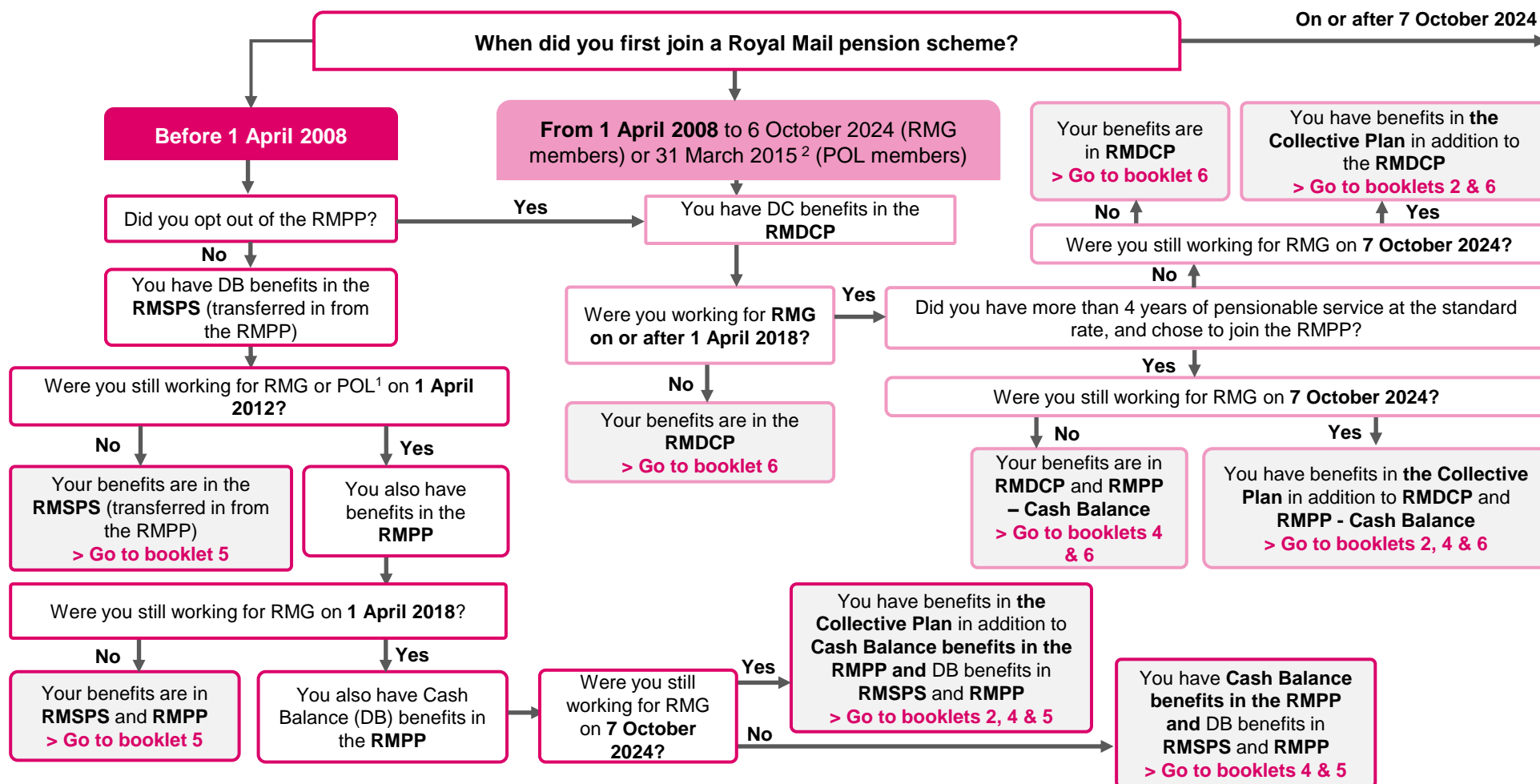
Working out which of the different Royal Mail pension schemes you might be a member of

If you know which Royal Mail pension scheme you want to take a look at – here’s a guide to help you find the booklet that you’ll need to go to to find out more.

Pension scheme	Applies to you if...	Which booklet to look at
Royal Mail Defined Contribution Plan (RMDCP)	You opted out of the RMPP or started working for RMG on or after 1 April 2008 or POL between 1 April 2008 and 31 March 2015.	Booklet 6: Royal Mail's past Defined Contribution (DC) pension scheme

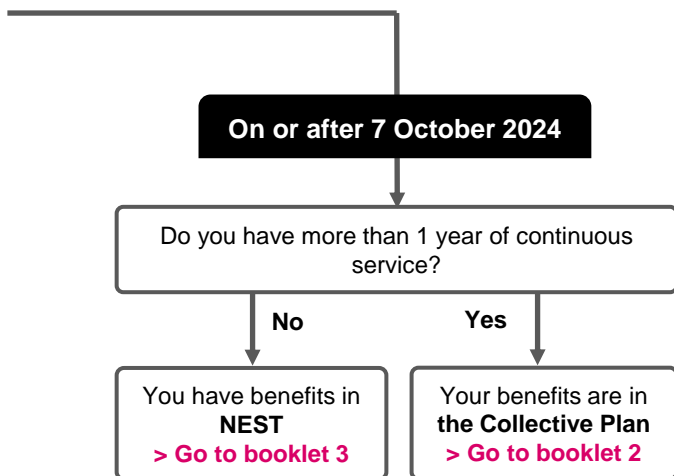
But remember, if you’re still not sure which pension scheme you might be a member of you can use the flowchart on the next page to work out which Royal Mail pension schemes might be relevant for you.

Working out which of the different Royal Mail pension schemes you might be a member of



1. If you worked for POL before 1 April 2008, you would have joined the RMPP. After 1 April 2012 you remained a member of the Post Office Section of the RMPP until it closed on 31 March 2017. Then you could have joined the Post Office Pension Plan (a DC plan).
2. If you started to work for POL after 1 April 2008, you would typically have joined the RMDCP. You would have remained a member until 31 March 2015, when the Post Office Pension Plan (a DC plan) began.

You may also have other pension benefits that are not provided by Royal Mail Group.



The State Pension

The State Pension can really boost your income in retirement. What you'll get will be based on your National Insurance record.

Explore how much State Pension you might get at: www.gov.uk/state-pension

The State Pension Age – for both men and women – has been gradually increasing and reached age 66 in October 2020. The Government is raising the State Pension Age again to age 67 for everyone by 2028 and is planning to raise it further to age 68 by 2046 (but this might happen sooner).

So, it's possible that you'll take some of your Royal Mail pensions before you start to get your State Pension, which you'll need to factor into your planning too.

Check what age you can get your State Pension at: www.gov.uk/state-pension-age

Other workplace pensions

You may also have other workplace pensions. If you've lost touch with them, you can track them down at:

www.gov.uk/find-pension-contact-details

You'll find more information about the new State Pension in booklet 3.

A note about using this booklet

This booklet is intended to be a clear and simple summary to help CWU members who work for, or have worked for, Royal Mail Group (RMG) with their retirement planning.

CWU cannot provide you with financial advice. This booklet, and the others in this set, are designed for information only and should not be seen as providing financial advice. If you are unsure about making decisions about your pension, you may want to take advice from an independent financial adviser. You can find an independent financial adviser at: www.moneyhelper.org.uk by selecting 'Pensions & retirement' from the main menu and then 'Find a retirement adviser'.

We have tried to be accurate without using a lot of legal terms and pension jargon. This booklet, and the others in this set, summarises RMG's pensions arrangements – based on information at the current time. Further and up-to-date information can be found on the Royal Mail's dedicated pensions websites (the website addresses for each can be found in the relevant booklets in this set or at: www.myroyalmail.com/pensions) and in the personal statements that set out your individual entitlement. These will apply in the event of any difference.