



**Your  
benefits,  
in a nutshell**

You can find an illustration of your Age60 benefits and Age65 benefits on page 2.

Hello  
**<first name>**

**Welcome to your  
2020 Benefit  
Illustration**

Royal Mail Pension Plan  
- Section C

Take a look at the  
benefits you have  
built up since 2012

# Your RMPP benefits on 31 March 2020

This illustration shows the pension benefits from the RMPP, administered by the Pension Service Centre (PSC). Some of your benefits can be taken from age 60 and some from age 65. **Capita are posting their own statements, at the end of September, showing your Royal Mail Statutory Pension Scheme (RMSPS) benefits.**

## Age60 benefits: these are benefits you can take in full at 60

Your Age60 benefits are made up of:

- Final Salary benefits, earned up until 2008
- Career Salary (CSDB) benefits, earned between 2008 and 2010

Most of these benefits are in the RMSPS (see page 3). Capita look after the RMSPS so they will send you a statement that shows you the benefits you've built up.

If your Final Salary pay increases by more than the rate of inflation between 2012 and when you take your benefits, you get an extra payment. This payment is on top of the benefits you get from the RMSPS and is paid by RMPP.

Age60 Final Salary pension addition at 31 March 2020  
<value>

Age60 Final Salary Pension Supplement\* addition at 31 March 2020  
<value>

We have shown an estimate of the extra Final Salary payment described above, at today's values.

If there is no amount shown then, at the moment, your Final Salary pay has not increased by more than inflation since 2012 and so the RMSPS will pay all of your Age60 benefits.

Your pay will change between now and when you take your benefits, so the amounts shown will change from year to year.

**Add these to your RMSPS Age60 benefits from Capita to get your full estimated Age60 benefits.**

## Age65 benefits: these are benefits you can take in full at 65

Your Age65 benefits are made up of:

- Career Salary (CSDB) benefits, earned between 2010 and 2018
- Defined Benefit Cash Balance benefits (Cash Balance for short), earned since 2018

Your CSDB benefits for 2010 to 2012 are paid by the RMSPS. Capita look after the RMSPS so they will send you a statement that shows you the benefits you've built up.

Your CSDB benefits for 2012 to 2018 and your Cash Balance benefits since 2018 are paid by RMPP and are shown below.

Age65 CSDB pension at 31 March 2020

<value>

- These are all your CSDB blocks earned from 2012 to 2018
- You're not building up more blocks, but the ones you have increase each year in line with inflation
- This year, the increase was 2.4%

**Add these to your RMSPS Age65 benefits from Capita to get your full estimated Age65 benefits.**

Age65 CSDB Pension Supplement\* at 31 March 2020

<value>

This is the value of the Cash Balance benefit you have built up since 1 April 2018. It is both your own and your employer's contributions.

The amount includes an increase of **3.7%** (see page 5).

This benefit has a normal retirement age of 65 and can be taken as a cash sum. It is tax-free if your benefits are within maximum limits set by HMRC. It may be possible to take some of this benefit unreduced from age 60 onwards.

Age65 Cash Balance fund at 31 March 2020

<value>

\*This is an extra amount you will receive if you take your Age60 or Age65 benefits before you reach your State Pension age. It is only paid if you are not employed by Royal Mail Group and it will stop when you reach your State Pension age. See the 'Guide to Benefits' for more details.

# Changes to your Benefit Illustration

When the Government took on the responsibility for your benefits built up to 31 March 2012, they were transferred to the RMSPS and you continued building up benefits in the RMPP after that date. The PSC was appointed by the Government to administer the RMSPS as well as the RMPP. This meant we could send your Benefit Illustration each year showing the combined total of all your benefits

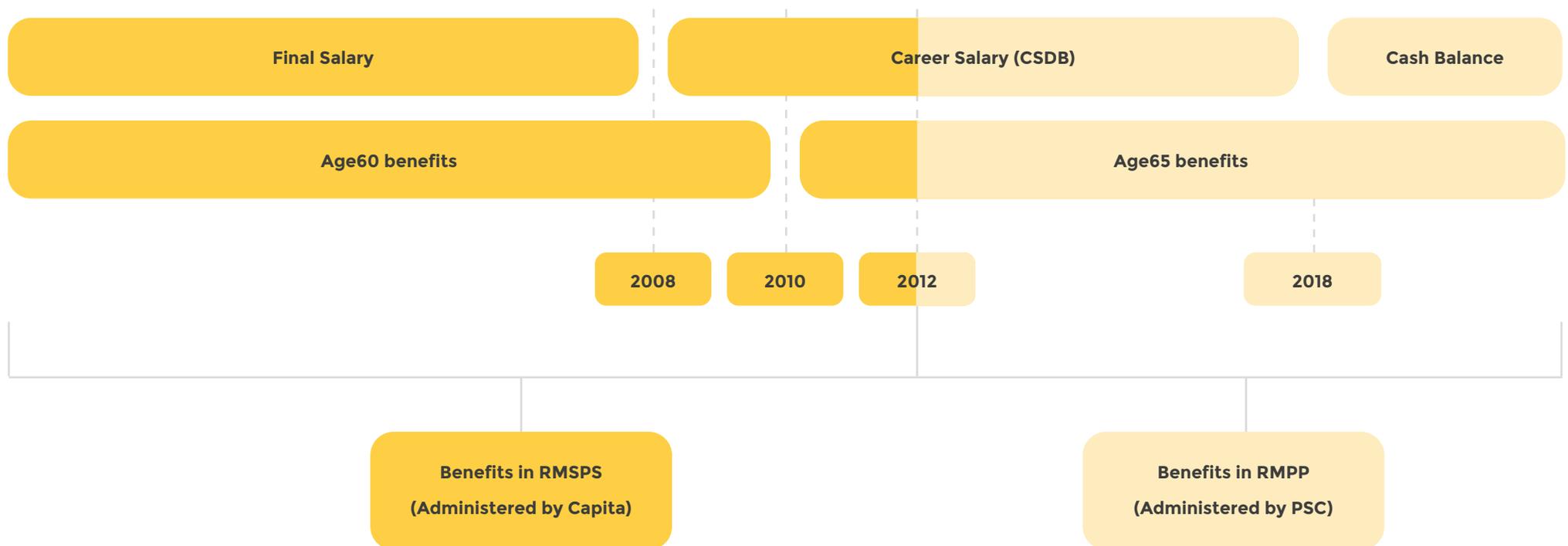
across both schemes (as if the transfer hadn't happened).

As you may know, the Government subsequently awarded the contract to administer the RMSPS to Capita. Because of this, the information which covers the RMSPS part of your benefits has been transferred from the PSC to Capita which means they will write to you about that part of your pension benefits. The PSC

continues to administer the RMPP, under contract with the Trustee.

What this means for your Benefit Illustration is that we can only provide information about the RMPP part of your benefits. Capita will provide their own update to you covering the benefits held in the RMSPS – everything you built up until 31 March 2012.

This diagram explains who is responsible for the different parts of your benefits, how they built up and the age at which they are payable (without any reduction being applied).



## Benefits for your loved ones

We'll pay a lump sum if you die while you are still contributing to the RMPP or after you've left your Employer. We'll also pay a lump sum if you die up to five years after you started receiving your pension benefits.

If you die while still contributing and you haven't already taken any of your benefits, the lump sum is **four times your pensionable salary**. Responsibility for paying this amount is shared between the RMPP and RMSPS. We will also pay **the value of your Cash Balance fund** and if you leave a spouse, civil partner, child or other dependant, a further **two times your pensionable salary** is payable.

The exact amount will depend on your circumstances, such as if you have taken your Age60 benefits but not your Age65 benefits. Visit [royalmailpensionplan.co.uk](http://royalmailpensionplan.co.uk) to learn more.

A pension may be payable to your spouse, civil partner or to someone who is financially dependent on you. Based on your circumstances as at 31 March 2020, the RMPP pension would be:

An annual pension of: **<value>**

**Don't forget, this is the amount that RMPP would pay. Check your statement from Capita for details of the spouse or dependant pension they would pay.**

### Who would you like to benefit?

You can let us know who you would like to receive any lump sum death benefits by filling in a nomination form. If there is no date in the box to the left, we may not have a nomination form for you in our records, or it was filled in a long time ago.

### Are your wishes up to date?

If your circumstances have changed, or you can't recall who you nominated, perhaps it's time to update your wishes. It's really important that we know who you want to receive your death benefits. We are guided by your wishes, as set out on the nomination form. If you haven't told us, there may be a delay in paying the benefits on your death.

To update your nomination form, or to tell us who you would like us to consider in the event of your death, fill in a nomination form and return it to the PSC. Forms are available from the RMPP's website and these can be completed on-screen and then printed, signed and returned to us. Visit [royalmailpensionplan.co.uk](http://royalmailpensionplan.co.uk) to learn more.

Date we received your death benefit nomination form: **<value>**

## Pensions & Tax

There are two allowances set by the Government that limit how much you can build up for a pension and still benefit from tax relief. Most members of the RMPP will not be affected by the limits but if you are, we will write and tell you.

### Annual Allowance

This is the total amount you can save for a pension in any one tax year. If you are likely to be affected by the Annual Allowance as a member of the RMPP, we'll send you an additional statement to help you work out whether you are liable to pay an additional tax charge.

### Lifetime Allowance

When it is time to pay your benefits, if the total value is more than the Lifetime Allowance, you may be subject to a tax charge. Most people are unlikely to go over this allowance, especially if you are not reaching the Annual Allowance. However, if you are worried that you may be close to the Lifetime Allowance, you can ask us how the current value of your pension compares to the Lifetime Allowance.

Visit [gov.uk](http://gov.uk) to find out more about pensions and tax.



## About you....

These are the details we hold for you. Please check these details carefully and contact the PSC if they are not correct as it may affect the illustration of your benefits.

Remember, this illustration is based on your benefits **built up in the RMPP since 1 April 2012**. Any benefits built up before that date are the responsibility of the RMSPS and you will receive a separate illustration from Capita about these.

**Membership number:** <number>

**NI number:** <value>

**Date of birth:** <dd/mm/yyyy>

**Date you joined RMPP** <dd/mm/yyyy>

## Your Cash Balance benefits and how they increase

This is the part of the RMPP where your benefits build up for service from 1 April 2018. It provides you with a cash sum when you take your benefits.

Cash Balance benefits are normally increased each year based on market conditions from time to time. The aim is to provide an above inflation increase.

**Benefits built up in your Cash Balance fund as at 31 March 2019 were increased on 1 April 2020 by 3.7%.** We have included this increase in the value of your Cash Balance fund shown on page 2.

## Your service in the RMPP

**Remember:** All the benefits you built up before 1 April 2012 are in the RMSPS and you'll receive a separate statement from Capita about them. This includes your CSDB blocks built up between 2008 and 2012, any added years paid for before 1 April 2012 and any transferred in service.

**Added years purchased in RMPP between 2012 and 2018:** <nn years nn days>

If you used Addplan to top up your pension, these are the extra years you bought between 1 April 2012 and 31 March 2018. After this time, no further Addplan contributions were allowed. Added years bought before 1 April 2012 are included in your RMSPS benefits which will be shown on a separate statement, sent by Capita.

**CSDB blocks:** <n>

These are the blocks of pension you have built up for each complete year since 1 April 2012. The value of this pension is shown on page 2.

We increase them each year to keep up with inflation. **This year, the increase was 2.4%.** The four CSDB blocks built up between 2008 and 2012 will be shown on a separate statement of your RMSPS benefits, sent by Capita.

## Your pay at 31 March 2020: <value>

This is the pensionable salary used to work out how much you pay towards the Cash Balance benefits you built up since 1 April 2018. It is worked out every week or month, depending on your pay frequency. The annual value shown here is based on your pay rate as at 31 March 2020. We also use this amount to work out the 'Benefits for your loved ones' values shown on page 4. For your benefits built up before 1 April 2018, we used this pay to work out your Age65 CSDB pension blocks shown on the left. This is also the pay we use to work out your contributions under the new Cash Balance arrangements from 1 April 2018.

It is made up of two elements:

1. The rate of basic pay you were on at 31 March 2014. It is increased each year by the higher of either:
  - inflation (measured by the Retail Prices Index and up to a maximum of 5%); or
  - any increase to your basic pay due to a promotion or increment within the Pay Grade Group you belonged to at 31 March 2014.
2. Any pensionable allowances you got between 1 April 2019 and 31 March 2020.



## About this illustration

This illustration shows the total amounts payable from the RMPP. It has been prepared for your information only. It carries no right to benefits nor does it form any type of contract. The calculation and payment of your benefits are subject to the provisions of the RMPP's Trust Deed and Rules. Please check your illustration carefully and contact us if you have any questions or any of your personal information looks incorrect.

Please note:

- The benefits shown in this illustration are in addition to any State Pension you may be entitled to.

- The Benefit Illustration does not take into account any Annual Allowance tax charge you have chosen to have deducted from your benefits, or any pension sharing or earmarking orders made by a court as part of a divorce settlement.
- Service and benefits before 1 April 2012 (in the RMSPS) will be shown on a separate statement sent by Capita.
- The Benefit Illustration does not take into account service after 31 March 2020.
- Please keep this Benefit Illustration for your records, as there will be a charge of £25 if you want a copy.



## Here to help

If you have any questions or need more information about your **RMPP** benefits, you can contact the Pensions Service Centre:

**Benefit Illustration  
Pensions Service Centre  
PO Box 5863  
Sheffield  
S98 6AB**

Email: [pensions.helpline@royalmail.com](mailto:pensions.helpline@royalmail.com)  
Telephone: **0345 603 0043**

You can call anytime from 8.30am to 5.00pm, Monday to Friday. We are usually busiest from 11.30am to 2.00pm and on Mondays. Please quote your membership number in all communications with the Pensions Service Centre. If you call us as soon as you receive this illustration, you may find our lines are busy. Please be patient with us while we get around to answering your call.

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

For questions about your **RMSPS** benefits, contact Capita:

**Royal Mail Statutory Pension Scheme  
PO Box 551  
Darlington  
DL1 9TX**

Email: [enquiries@rmsps.co.uk](mailto:enquiries@rmsps.co.uk)  
Telephone: **0333 222 0078**  
Overseas: **+44 1325 271 861**

The team is available between 9.00am and 5.00pm, Monday to Friday.

[royalmailsp.co.uk](http://royalmailsp.co.uk)