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CMA Sector

11 October 2007

**To: Unite Amicus/CMA Representatives within Royal Mail**

**For Onward Cascade to Members**

Dear Colleague

### ***Royal Mail Pensions***

Further to my correspondence dated the 9 October 2007 regarding the above.

I would like to record my thanks to all the members who have and continue to give us feedback on this very emotive subject. Please be assured that we are giving very careful consideration to all the points that you are raising.

Royal Mail has advised us that it is their intention to send a copy of their proposals to employees' addresses next week. There may be some delay in people receiving it for obvious reasons.

We have not seen the text of this document in advance of it being printed and we are concerned that it may misrepresent our position, lead to further confusion and raise emotions to an even higher level. We also anticipate that a good deal of misinformation will also be circulating.

So far, it has been a long journey that commenced on 2 April 2007 and as with all long journeys, people are getting tired, fed up and anxious.

The fact is that this journey still has a long way to go until we know the final proposals that Royal Mail may table following the consultation process and on which our members will be able to make an informed decision.

Please find attached a copy of a letter that I have sent to Jon Millidge outlining our concerns regarding the document and expressing our views on their responsibilities during the consultation process and the need to react positively to the views of our members.

We have again raised our members concerns regarding the proposal to raise the Normal Retirement Age to 65, as this is by far the big issue that our members are feeding back to us.

As I have said, there is still a long way to go on this journey. So far we have been able to:

- Ensure that members have not been robbed of £1.5 billion worth of past service benefits. The pension that our members have already paid for and earned is secured.
- That pensions earned up to 2010 will not be reduced if early retirement reductions are introduced for retirement prior to the age of 65.
- That if a CARE scheme were introduced then managers' bonuses would be classed as pensionable pay.

The next stage of the journey will be the consultation process. Members will have the opportunity to hear from the business the proposals that they wish to make.

Members will have the opportunity to let the business know, in no uncertain terms, how they feel about those proposals and the consequences that the business could face if they do not listen to and act upon their employees' views and concerns.

By the end of the consultation process our members should be better informed and know the full detail of the final proposals and the likely impact upon them and the business.

Let me make one thing absolutely clear, our members will have the final say in this matter. It is, and always has been, our intention to ballot our members on this issue.

We will ensure, as a responsible trade union, that when the ballot takes place our members will be able to make an informed decision and not one driven by emotion.

I hope that this assists. Keep the feedback coming and ensure that the business is aware of the depth of feeling.

Best wishes

Yours sincerely

A handwritten signature in black ink that reads "P. K. Reuter".

Paul K Reuter  
**National Secretary**

Copy: Brian Scott  
Tony Harris  
Regional Secretaries