

No. 002/26

5th January 2026

Dear Colleague,

MEMBER NOMINATED TRUSTEE DIRECTOR (MND) - ROYAL MAIL PENSION PLAN (RMPP)

Although the RMPP closed in October 2024, it still looks after the benefits of over 120,000 current and former employees.

Member Nominated Director (MND)

MNDs are a part of the Trustee Board — a group of nine people responsible for managing pension benefits, of whom:

- one is an independent Chair appointed by Royal Mail Group and Post Office Limited with the agreement of the unions,
- four are nominated by or on behalf of the membership (three through the CWU process and one through the Unite/CMA process), and
- four are nominated by Royal Mail Group and Post Office Limited.

One of the MND positions through the CWU process is due for election with nominations opening on 7th January 2026. This position is currently held by Mr Lionel Sampson, who intends to stand again.

Nominations can be from any individual who is an employee, retired or deferred member of the RMPP (or a former employee member of the RMPP, employed by the CWU), irrespective of union membership. A self-nomination form is attached to this LTB. **The completed form should be returned by email to dwilshire@cwu.org and must be received by Friday, 30th January 2026.** All candidates will also be required to submit a 200-word (maximum) statement supporting their candidature for election to the position when returning their nomination form.

Upon receipt of a nomination, an information pack will be dispatched by email to the individual who has submitted the nomination. The pack will contain information on the role and responsibilities of a Trustee, a detailed job description and a personal specification for a potential Trustee.

If there is more than one valid nomination, a ballot will be held of all individuals who are employee and pensioner members of RMPP and who are employed in CWU represented grades, irrespective of union membership.

Prior to a ballot taking place all candidates who have submitted a fully completed nomination form will be required to attend a half-day pre-election familiarisation seminar in London at **13:00 on Wednesday 11 February 2026**, which will be organised by the RMPP Trustee.

At this stage candidates will be asked to re-confirm that their names should be added to the ballot paper and will also be given the opportunity to make any textual changes to their supporting statement.

The ballot will be conducted by the distribution of ballot papers direct to individual home addresses by Popularis, who have been appointed as Independent Scrutineer for the purposes of this election. There will also be an option included in the ballot pack for eligible members of the RMPP to cast their vote electronically via an online secure portal. The details of this will be included with the ballot paper. Eligible RMPP members will only be entitled to cast one vote in the ballot.

The candidate who receives the most votes in the ballot will be selected as the CWU MND. In the event that there is only one nomination forthcoming then that nominee will be deemed to be selected without the need for a ballot and should there be no nominations at all, the nomination and selection process will be re-run no more than three years later.

Any enquiries regarding this Letter to Branches should be addressed to the Senior Deputy General Secretary department for the attention of Dave Wilshire, or you can email dwilshire@cwu.org.

For more detailed information you can visit the Pensions Regulator's website and read the section: 'Becoming a new pension trustee' [Becoming a new pension trustee](#). Or alternatively, scan the following QR code:



The RMPP Trustee will also be sending an announcement and information about the role of MNDs directly to RMPP members' home addresses.

Yours sincerely

A handwritten signature in black ink, appearing to read 'M Walsh', with a long horizontal flourish extending to the right.

Martin Walsh
Deputy General Secretary (Postal)

Name: _____ Job Title: _____

Royal Mail Pension Plan Member number: _____

This image shows a blank sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

PLEASE CAREFULLY CHECK ALL DETAILS BEFORE RETURNING TO D Wilshire, Senior Policy Adviser, CWU, 150 The Broadway, Wimbledon, London SW19 1RX or scan and email to: dwilshire@cwu.org no later than Friday 30th January 2026