

No: 350/24

1st November 2024

Dear Colleagues,

Capita TVL: Pay 1st April 2024 – Legal Trade Dispute

Branches are advised that, as a consequence of Capita imposing a pay freeze on our members working on the TVL / BBC Contract, we have now entered a formal Trade Dispute. Capita is claiming that a pay rise for our members is unaffordable and this follows on from the company reneging on its commitment to pay the Real Living Wage (RLW) of £12 per hour earlier this year.

The Postal Executive has therefore authorised a ballot for Industrial Action, for both Strike Action and Action Short of a Strike, for our TVL members as follows:

- **Friday 1st November – legal notice served to Capita TVL**
- **Friday 8th November – ballot papers despatched**
- **Tuesday 3rd December – ballot closes and results declared**

The current position adopted by Capita in regard to affordability is completely contradictory to the final communication to staff from the former CEO Jon Lewis on 16th January 2024 in which he stated:

“Together, we have created a purpose-led business with a clear strategy, a transformed reputation, engaged colleagues, a robust balance sheet, and an improved financial performance.

On the back of your hard work, Capita is now much better positioned for the future”

Our TVL Reps and Branches are engaging with members to deliver the right outcome in the ballot. We are also holding a members' forum early next week to emphasise the importance of voting and supporting the dispute. The Union obviously remains available for meaningful negotiations with Capita with the aim of securing a Pay Agreement for 2024/25.

The Branches involved in the dispute are Bristol & District Amal, Darwen Capita Branch, Glasgow & District Amal and London Phoenix. All Branches and Reps will no doubt wish our Capita TVL members the best of luck in this pay dispute.

Yours sincerely,



Andy Furey
Assistant Secretary