

No: 378/24

3rd December 2024

Dear Colleagues

CAPITA TVL: PAY DISPUTE 2024/25 - BALLOT RESULT

Further to LTB 350/24 dated 1st November. Branches are advised the industrial action ballot of Capita TVL members in relation to pay 2024/25 pay dispute closed today and the results are as follows:

Are you prepared to take part in Strike Action?

Yes Votes	287	96.63%
No Votes	10	3.37%
Turnout		64.64%

Spoilt ballot papers - 1

Are you prepared to take part in Action Short of a Strike?

Yes Votes	293	98.65%
No Votes	4	1.35%
Turnout		64.64%

Spoilt ballot papers - 1

Attached is a copy of the ballot result from the Independent Scrutineer – CES

Capita TVL members have returned two excellent “YES” votes and we have also comfortably surpassed the legal threshold for turnout. Thanks go to our TVL members for their support in delivering these strong Yes votes. The Union will be writing to Capita TVL management to advise them of the result. Also, Branches with TVL members are required to share the contents of this LTB with the impacted members.

Meeting with Capita TVL Reps – Thursday 5th December

We will be meeting with our Senior TVL Reps in Manchester on Thursday 5th December to discuss the ballot result and next steps. Our thanks go to the Reps for their efforts in raising the profile of this ballot and for helping to ensure a good outcome. Now it's time for Capita to listen to its employees and act accordingly by reaching a fair settlement to the pay dispute. In this regard, we are meeting with Capita at Acas, also on Thursday.

Further developments will be reported.

Yours sincerely,



Andy Furey
Assistant Secretary

03 December 2024

INDUSTRIAL ACTION BALLOT - CWU

TRADE DISPUTE WITH CAPITA TVL PAY 2024/2025

Our independent scrutineers' report, as required in accordance with section 231B of the Trade Union and Labour Relations (Consolidation) Act 1992, for the above ballot which closed at **noon** on **Tuesday, 03 December 2024** is as follows:-

Number of individuals who were entitled to vote in the ballot	461
Number of votes cast in the ballot	298
Votes cast in the ballot as a % of individuals who were entitled to vote	64.64%

ARE YOU PREPARED TO TAKE PART IN STRIKE ACTION?

Number of spoilt or otherwise invalid voting papers returned	1
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Result of Voting

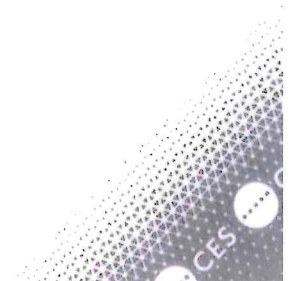
Yes	287	96.63%
No	10	3.37%

We are satisfied:

- that there are no reasonable grounds for believing that there was any contravention of a requirement imposed by or under any enactment in relation to the ballot
- that the arrangements made with respect to the production, storage, distribution, return or other handling of the voting papers used in the ballot, and the arrangements for the counting of the votes, included all such security arrangements as were reasonably practicable for the purpose of minimizing the risk that any unfairness or malpractice might occur,
- that we have been able to carry out the functions conferred on us under section 226B(1) without any interference from the trade union or any of its members, officials or employees.

We would draw your attention to subsection 231B (2) which requires that, for a six month period starting from the date of the ballot, a copy of this report be made available, on request, to any person who was entitled to vote in the ballot and the employer of any such person. A reasonable fee may be charged for this service.

Civica Election Services



03 December 2024

INDUSTRIAL ACTION BALLOT - CWU

TRADE DISPUTE WITH CAPITA TVL PAY 2024/2026

Our independent scrutineers' report, as required in accordance with section 231B of the Trade Union and Labour Relations (Consolidation) Act 1992, for the above ballot which closed at **noon** on **Tuesday, 03 December 2024** is as follows:-

Number of individuals who were entitled to vote in the ballot	461
Number of votes cast in the ballot	298
Votes cast in the ballot as a % of individuals who were entitled to vote	64.64%

ARE YOU PREPARED TO TAKE PART IN INDUSTRIAL ACTION SHORT OF A STRIKE?

Number of spoilt or otherwise invalid voting papers returned	1
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Result of Voting

Yes	293	98.65%
No	4	1.35%

We are satisfied:

- that there are no reasonable grounds for believing that there was any contravention of a requirement imposed by or under any enactment in relation to the ballot
- that the arrangements made with respect to the production, storage, distribution, return or other handling of the voting papers used in the ballot, and the arrangements for the counting of the votes, included all such security arrangements as were reasonably practicable for the purpose of minimizing the risk that any unfairness or malpractice might occur,
- that we have been able to carry out the functions conferred on us under section 226B(1) without any interference from the trade union or any of its members, officials or employees.

We would draw your attention to subsection 231B (2) which requires that, for a six month period starting from the date of the ballot, a copy of this report be made available, on request, to any person who was entitled to vote in the ballot and the employer of any such person. A reasonable fee may be charged for this service.

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