

No. 207/26

24th July 2026

Dear Colleague

Capita TVL: Pay Negotiations 2026/27 – Rejection of Pay Offer

Branches are advised that the Postal Executive has formally rejected a further pay offer from Capita TVL management. Our view is that the BBC contract is extremely lucrative for the overall Capita Group and given that this contract was recently extended until 2030, in our view is that the offer, which we are unable to divulge at this stage, falls short of our aspirations on behalf of our TVL members.

Dawn Edkins, Head of HR – Central Government Services, wrote on 17th July confirming that following her discussions with Faris Gharib, Managing Director, Capita TVL, Capita was not prepared to improve the pay offer. A formal response to this correspondence was sent following the Postal Executive meeting earlier today.

In terms of next steps, we have already arranged a Senior TVL Reps Briefing on Monday 27th July in Manchester, and at this meeting I will report on the decisions of the Postal Executive, and we will discuss how we take our policies forward.

Capita TVL has today published its own update to employees (attached).

Further developments will be reported.

Yours sincerely,

Andy Furey
Assistant Secretary



Dear colleague

I wanted to provide a brief update regarding the 2026 pay review and apologise for the gap in recent communications.

We appreciate that you are keen to understand the current position, but we are limited in what we can share at this stage. I am however able to report that although discussions have taken place with the Communication Workers Union (CWU) over a number of weeks and we have shared the pay proposal, no agreement has been reached at this time.

We remain committed to keeping you all informed and we'll continue to share updates as we are able to.

Thank you for everything you do day in, day out. Your professionalism, dedication and continued focus on supporting our customers and clients is greatly appreciated and really does make a difference.

Any back pay due will be backdated to April 2026.

Kind Regards

Lou Short
Operations Director (interim)

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