

No. 242/26

4th September 2026

Dear Colleague

Capita TVL: 97% Yes Vote in Consultative Ballot to Reject the Pay Offer

Further to LTB 207/26 dated 24th July. Branches are advised that the Postal Executive recently endorsed a consultative ballot of our Capita TVL members with the aim of achieving a Yes vote in favour of rejecting the current (inadequate) pay offer.

I can now report that our TVL members have voted overwhelmingly in support of rejecting the offer. The results are as follows:

Yes	298	97%
No	10	3%
Turnout	308	69%

The Rejected Pay Offer is:

- **Our lowest paid members on the TVL Contract** – those in Bristol and Darwen, who were on just £12.66 per hour with the previous pay agreement (increased to the legal minimum of £12.71 from 1st April) - have been offered a meagre 50p per hour pay increase taking them to just £13.16 per hour (this is just 44p when you take into account the increase to the legal minimum). Crucially, £13.16 (the rejected offer) is significantly less than the Real Living Wage (RLW) hourly pay rate of £13.45.
- **For our Field members**, the highest paid TVL employees, the rejected pay offer is 3.5%. With fuel prices high once again, and having risen earlier this year, our Visiting Officers and Field workers are struggling with the additional costs of travelling, which is necessary due to the nature of the job. Also, 3.5% doesn't recognise the difficult job members do which includes regularly facing abuse and potentially physical harm. Capita is taking the Field members for granted just because they are on better pay than those members working in Darwen and Bristol.

Next Steps

I have today written to Capita Senior Management, to inform them of the ballot result and to invite them to enter into urgent negotiations with the aim of reaching an Agreement that recognises the real worth of our members' contributions. We have also advised Acas of the ballot result, as Capita had previously contacted them when the negotiations first broke down.

We have also arranged a meeting with our Senior TVL Reps to discuss next steps. This is planned for Thursday 10th September to allow Capita the opportunity to respond to the invitation referred to above.

If Capita doesn't listen to the strong voice of our members and improve the pay offer, we will need to prepare for the possibility of holding a further ballot, this time for Industrial Action. Strike action would obviously be a last resort and would only be called if Capita continues to refuse to move from the current position.

Further developments will be reported.

Yours sincerely,

Andy Furey
Assistant Secretary