

No. 244/26

11th September 2026

Dear Colleague,

Capita TVL Pay 2026 - Formal Trade Dispute

Following the overwhelming 97% vote by the Capita TVL members to reject the pay offer, we endeavoured to reopen negotiations with senior management to see if progress could be made towards an agreement we could recommend to our TVL members. Unfortunately, Capita have rebuffed this position and declared there is no more funding available to increase the pay offer.

As a consequence, the Postal Executive met for a special meeting and made the formal decision to ballot our TVL members for Industrial Action. The decision of the Postal Executive was fully supported yesterday when we met with our TVL representatives. Following this we notified Capita of our policy, and it was made clear that they have provoked this situation by their refusal to enter into meaningful negotiations. To put this matter into context for our lowest paid members in Bristol & Darwen the offer the members have rejected would have given them an insulting £13.16 per hour versus the Real Living Wage of £13.45. The Postal Executive believes this position to be intolerable.

The ballot timetable is currently under consideration and is being worked up in conjunction with our organising team. We will of course undertake a campaign aimed at ensuring our members deliver a good outcome in the ballot which will include the 2 questions for both Strike Action and Action Short of a Strike.

Further developments will be reported.

Yours sincerely,

Andy Furey
Assistant Secretary