

No. 260/26

29th September 2026

Dear Colleague,

Capita TVL Pay 2026 - Formal Trade Dispute – Ballot for Industrial Action

Further to LTB244/26 dated 11th September. Branches are advised that we are undertaking the Industrial Action ballot electronically, and we have managed to obtain the vast majority of members' private email addresses to enable us to run the ballot via email. For the very small number we don't hold email addresses for, the ballot papers will be sent via post. This approach is similar to the recent Consultative Ballot that delivered a 97% Yes vote for rejecting the pay offer on a 69% turnout. We are optimistic that a similar participation level will be reached for the Industrial Action ballot.

We have now agreed the following timetable with Civica, the Independent Scrutineer:

- Ballot papers issued – Tuesday 6th October
- Ballot closes and results declared – Wednesday 21st October

The Postal Executive has determined there will be two questions on the ballot paper for both Strike Action and Action Short of a Strike, and this is consistent with the last time we balloted our Capita TVL members in 2024, when excellent Yes votes were delivered.

Membership Engagement will feature prominently in the coming week, and members will be invited to online meetings with myself to discuss the dispute and our objectives, along with the rationale for the Industrial Action ballot. Essentially, we want to give the TVL members the opportunity to have their questions answered. We also met with our Senior TVL Representatives earlier today and everybody is fully supportive of our aim to secure an improvement in the offer from Capita via the pursuance of this trade dispute. I can also confirm that the Union has responded positively to an invitation by Acas to enter into facilitated talks; however, it would appear Capita are reluctant to find a way forward via Acas and as such there are no talks planned at this stage.

Yours sincerely,

Andy Furey
Assistant Secretary