

No: 281/26

21<sup>st</sup> October 2026

Dear Colleagues

## CAPITA TVL: PAY DISPUTE 2026 - BALLOT RESULT

Further to LTB 260/26 dated 29<sup>th</sup> September. Branches are advised the industrial action ballot of Capita TVL members in relation to the 2026 pay dispute closed today. The results are as follows:

### *Are you prepared to take part in Strike Action?*

|           |     |        |
|-----------|-----|--------|
| Yes Votes | 298 | 91.41% |
| No Votes  | 28  | 8.59%  |
| Turnout   |     | 71.40% |

*Spoilt ballot papers - 1*

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

|           |     |        |
|-----------|-----|--------|
| Yes Votes | 315 | 96.92% |
| No Votes  | 10  | 3.08%  |
| Turnout   |     | 71.40% |

*Spoilt ballot papers – 2*

*Attached is a copy of the ballot result from the Independent Scrutineer – Civica Election Services*

Capita TVL members have returned two excellent “YES” votes and our thanks go to Branches and members for their support in delivering these strong Yes votes. We have written to Capita TVL management to advise them of the result.

## Next Steps

We will be meeting with our Senior TVL Reps shortly to discuss 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 will be writing to Acas to reiterate our willingness to meet with Capita at the offices of Acas with the aim of reaching an agreement on pay 2026.

Further developments will be reported.

Yours sincerely,



**Andy Furey**  
Assistant Secretary

21 October 2026

## INDUSTRIAL ACTION BALLOT – CWU

### TRADE DISPUTE WITH CAPITA TVL - PAY 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 **Wednesday, 21 October, 2026** is as follows:-

The means of voting in the ballot were Electronic voting and Hybrid voting.

|                                                                                                                                                                  |        |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|
| Number of individuals who were entitled to vote in the ballot                                                                                                    | 458    |
| Number of voting papers returned by post                                                                                                                         | 2      |
| Number of electronic voting forms submitted                                                                                                                      | 325    |
| Total number of votes cast in the ballot                                                                                                                         | 327    |
| Votes cast in the ballot as a % of individuals who were entitled to vote                                                                                         | 71.40% |
| Number of spoilt or otherwise invalid voting papers returned and electronic voting forms submitted                                                               | 1      |
| Number of submitted electronic voting forms which were discounted by the scrutineer following a request from the person who submitted the electronic voting form | 0      |

### Question: Are you prepared to take part in strike action?

#### Result of Voting

|     |     |        |
|-----|-----|--------|
| Yes | 298 | 91.41% |
| No  | 28  | 8.59%  |

#### We are satisfied:

a) 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

b) that the arrangements made with respect to the following matters, so far as relevant, included all such security arrangements as were reasonably practicable for the purpose of minimising the risk that any unfairness or malpractice might occur— (i) the production, storage, distribution, return or other handling of the voting papers used in the ballot; (ii) the production, distribution and storage of voting access methods and the maintenance of the electronic voting system; (iii) the counting of the votes

c) 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.

No changes were made to permissions to access and edit the electronic voting system during the ballot.

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

**21 October 2026****INDUSTRIAL ACTION BALLOT – CWU****TRADE DISPUTE WITH CAPITA TVL - PAY 2026**

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**Question: Are you prepared to take part in industrial action short of a strike?****Result of Voting**

|            |            |               |
|------------|------------|---------------|
| <b>Yes</b> | <b>315</b> | <b>96.92%</b> |
| <b>No</b>  | <b>10</b>  | <b>3.08%</b>  |

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**Civica Election Services**