LETTER TO BRANCHES

The Communications Union @CWUNews #TheCWU CWU.ORG

No: 303/26

3rd November 2026

Dear Colleagues

CAPITA TVL: PAY DISPUTE 2026 – ACAS TALKS MONDAY 9TH NOVEMBER

Further to LTB 281/26 dated 21st October. Branches are advised that following the declaration of the Industrial Action ballots results, delivered by our Capita TVL members, informal discussions have been held by Acas, with both the Union and Capita. As a result, we have agreed to meet for a full day next Monday 9th November.

The Postal Executive has met to consider our position in regard to the dispute and has determined that we will endeavour to reach a wider Agreement than just 2026. Essentially, our objective within the Acas talks will be to deliver a two-year Agreement to encompass 2027, bearing in mind that the pay review date is 1st April, and the proximity to this. The Postal Executive considers that our members have been very patient this year in waiting for a Pay Agreement, and therefore we should seek to get some certainty for 2027, rather than narrowing down the Acas talks to just 2026. Hopefully Capita will see the logic of this approach, and Acas will be able to assist in facilitating a way forward that enables us to reach a two-year Pay Agreement. On Monday 2nd November, we met with our Senior TVL Representatives and they were supportive of this strategy.

We will obviously have to see how the Acas talks go prior to instigating any action. However, if the Acas talks were to break down without a way forward, we would quickly have to review this situation and determine what an appropriate response would be, Therefore, at this stage, we will monitor how productive the negotiations are and determine whether Capita are serious in wanting to avoid a dispute. This is an approach our members would expect in the circumstances.

Further developments will be reported.

Yours sincerely,

Andy Furey

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