

HGV Driver Shortage

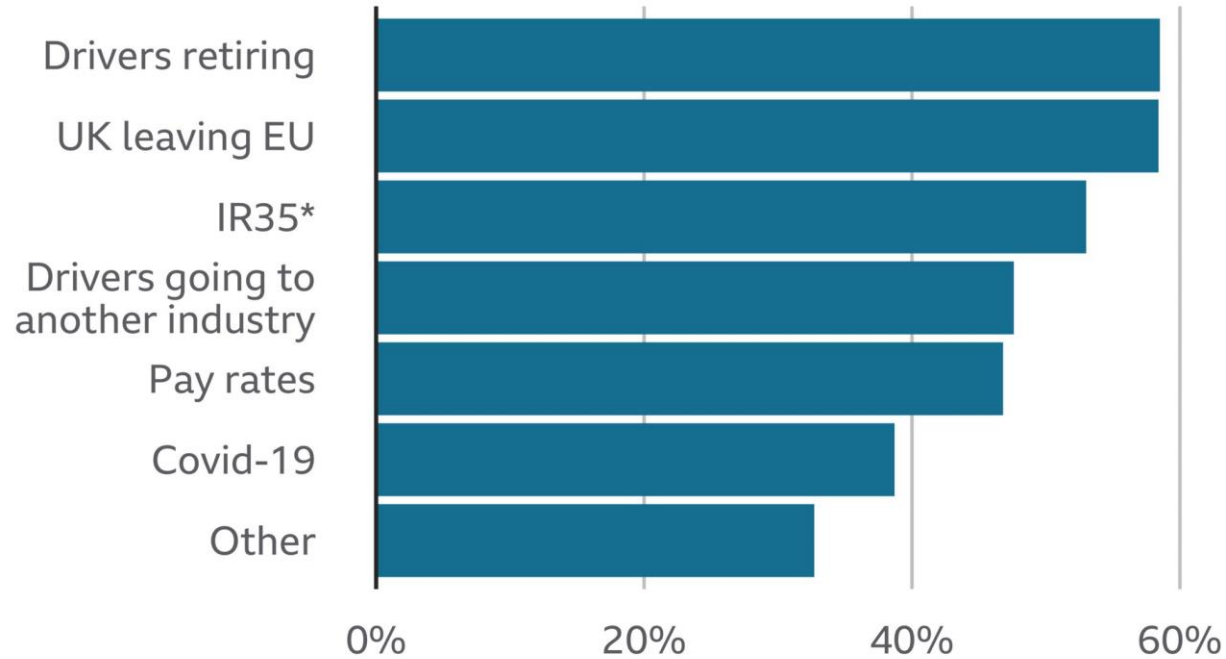


How We Got
There and What
Can Be Done



Hauliers' reasons for driver shortage

Percentage selecting each reason in survey, multiple answers allowed



*Recent changes have been made to off-payroll working rules, known as IR35

Source: Road Haulage Association survey, 615 responses

Industry/Government Remedies



- **Better Driver Hours**
- **Testing**
- **Better Pay**
- **Women**
- **Better conditions**
- **Back to driving**
- **Visa Measures**

Lessons Learned



What GAP Has Implemented



- ✓ 25% Pay increase
- ✓ Death in service benefit
- ✓ Private pension
- ✓ More flexible working week i.e. Starting mid-week
- ✓ Double manning new drivers, on job training
- ✓ Better equipment vehicles (microwaves, camera's)
- ✓ Secure parking permits, evening meals paid.
- ✓ Better trailers to enhance load security
- ✓ Regular work offered compared to companies offering 0 hours and not being able to offer work due to strikes
- ✓ Driver ranking with top 3 receiving vouchers (not just revenue but vehicle cleanliness, customer feedback, fuel efficiency etc)
- ✓ If you leave, no return for 12 months. Prevented drivers simply testing water elsewhere.

Summary:



The HGV driver shortage has been getting incrementally worse for years. This is a problem that is not just isolated to the UK as problems are seen in other European countries as well as in Asia and the US.

As we've explored, it may be possible to alleviate some of the immediate pressure through targeted action. The appetite to address this problem has never been higher but the fix will require focus and action on several fronts.

- Progress
- Tests
- Roadside Conditions
- Foreign Hauliers



QUESTIONS

