

RHA



Pay Report 2024

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The C&E driver pay has increased in weekly terms but at the expense of more hours (6.4% more pay) rather than higher per hour rates although it was noticed that lower licence category driving roles attracted higher percentage growth. A trend towards urban driving roles, competition and the raising of the national Living Wage seem to be pushing those pay bands higher.

Each year our survey asks members what their workforce in general saw as increases through the year. In median terms, the average response was 4% with the mean at 4.2%. When compared to the official ONS data for full time weekly earnings this does not match the 6.2% quoted. Indeed, higher earnings growth of 8.1% for the three months to August was recorded including bonuses.

A similar number of members to last year at 28.4% (last year 30.3%) indicated they had not increased wages at all in 2023. This reflects the current squeeze both on the amount of business but also on the lack of favourable rate for haulage operation compared to cost. In fact, a recent freedom of information request resulted in the fact that a record 463 British hauliers had failed over the past twelve months. The issues of insolvencies was mentioned in the haulage cost report however this new evidence was not known at that point.

Technicians, fitters, mechanics have been in short supply throughout 2023 and this was previously discussed in the 2022 haulage cost report as well. The Traffic Commissioners recognise the impact as do companies employing vehicle

maintenance workers with fitters quoted in The Times in August as being one of the best increasing percentage wise roles at 18.9%. Figures from technical staff employed within logistics members do not show this as well but nevertheless means we are on borrowed time trying to resolve the numbers both qualified and those seeking to training for careers of this nature.

The Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) data gives increases for full-time HGV (LGV) code 8211 at much lower percentage increases through 2023 compared to the previous reporting period. The weekly median gross full-time driver was 11.1% but falls to 5.3% and the mean average was 12.3% falls to 5.9%. Our own median weekly pay arrives at 6.4% but only by virtue of increased hours so broadly in line with the ONS figures percentage wise.

There are quite vast differences however in figures for HGV driver numbers in the UK. Last year the full-time HGV driver showed 212,000 positions whereas this year it was 206,000. If we were to use the ONS population survey data, the figure is nearly 288,000 and other reports have the estimate at around 304,000 driver roles.

According to the ASHE data bus and coach still received double digit inflationary increases in median terms. It was the second year of the category for delivery driver and couriers (replaced van drivers) and these were higher than the HGV roles in percentage increases as to were the road transport drivers (not elsewhere classified).

*ONS ASHE employee earnings survey data from November 2023 (gathered in April 2023)
earnings and hours worked*

Description	Code	Number of jobs ^a (thousand)	Median (£)	Annual percentage change (%)	Median (£)	Annual percentage change (%)
Large goods vehicle drivers	8211	206,000	747.30	5.3	774.70	5.9
Delivery drivers & Couriers	8214	62,000	523.40	9.2	543.0	7.3
Bus and coach drivers	8212	61,000	642.40	11.3	666.1	8.1
Road Transport Drivers (not elsewhere classified)	8219	96,000	559.10	9.9	606.50	7.6

The purpose of the pay report is to provide RHA members with commentary to help monitor pay trends in the haulage market. It is the eighth annual in-depth pay survey/report to be conducted and is intended to be viewed alongside the Haulage Cost Movement Report which was published early December. Both reports are taken from key information supplied by members in October/November on a basis of external anonymity.

A majority of our members operate at 44-tonnes (68%), but a growing number appear to be using other licence category vehicles too. That said, the most popular response to the survey remains the pay per hour for the artic driver, then the other pay questions related to that role. The least well answered role is that of general manager and obviously while some firms may have that roles for example it won't be applicable to for instance an owner driver.

Members are asked for hourly rate, basic and total normal hours worked, along with details for how overtime is charged out and any bonus or other payments. Details such as **meal allowance and nights out are not included in the tabled figures**. The data is strongest in its national format and for HGV drivers, which are the most utilised members of staff within our membership. Some members operate warehouse operations and workshops for example, but not to the same extent as those operating HGVs as their primary or often only function.

The data is then split into the four RHA regions following the national position:

/	Midlands Western & Wales
/	Southern & Eastern
/	Northern
/	Scotland & Northern Ireland

National 2022

National drivers' basic hourly rate

Class	Upper Quartile	Lower Quartile	Median	Average	Average adjusted for hours paid
Class B (up to 3.5t)	£12.05	£11.00	£11.60	£11.91	£11.98
Class C1 (up to 7.5t)	£13.19	£11.00	£12.00	£12.44	£12.76
Class C (LGV rigid)	£14.49	£12.00	£13.04	£13.44	£13.82
Class C&E (LGV artic)	£15.44	£12.70	£14.00	£14.37	£14.80

National drivers' average gross - weekly

Class	Upper Quartile	Lower Quartile	Median	Average	Hours
Class B (up to 3.5t)	£626	£496	£553	£563	47
Class C1 (up to 7.5t)	£693	£554	£633	£638	50
Class C (LGV rigid)	£747	£617	£690	£691	50
Class C&E (LGV artic)	£910	£756	£830	£829	56

Ancillary staff basic hourly rate

Position	Upper Quartile	Lower Quartile	Median	Average	Average adjusted for hours worked
Warehouse	£12.50	£11.00	£11.28	£11.64	£11.97
FLT driver	£12.50	£11.00	£12.00	£11.91	£12.15
Fitter	£18.10	£16.09	£17.20	£17.26	£18.04
Traffic clerk	£14.24	£12.07	£13.00	£13.65	£13.69

Ancillary staff average gross - weekly

Position	Upper Quartile	Lower Quartile	Median	Average	Hours
Warehouse	£568	£458	£501	£521	43.5
FLT driver	£576	£500	£540	£547	45
Fitter	£876	£734	£860	£866	48
Traffic clerk	£673	£521	£589	£616	45

Management roles - salary

Position	Upper Quartile	Lower Quartile	Median	Average	Hours
Supervisor	£38,883	£31,500	£34,000	£35,154	45
Transport manager	£49,125	£39,880	£45,000	£43,743	45
Warehouse manager	£41,700	£33,924	£38,428	£37,800	45
General manager	£65,000	£50,000	£57,000	£59,394	47

Midlands, Western & Wales Region

National drivers’ basic hourly rate

Class	Upper Quartile	Lower Quartile	Median	Average	Average adjusted for hours paid
Class B (up to 3.5t)	£11.53	£10.92	£11.00	£11.24	£11.25
Class C1 (up to 7.5t)	£12.36	£10.91	£11.98	£12.13	£12.26
Class C (LGV rigid)	£15.00	£12.10	£12.92	£13.50	£13.84
Class C&E (LGV artic)	£15.14	£12.69	£13.50	£14.15	£14.43

National drivers’ average gross - weekly

Class	Upper Quartile	Lower Quartile	Median	Average	Hours
Class B (up to 3.5t)	£533	£495	£528	£540	48
Class C1 (up to 7.5t)	£671	£525	£615	£601	49
Class C (LGV rigid)	£718	£659	£690	£692	50
Class C&E (LGV artic)	£845	£750	£798	£794	55

Ancillary staff basic hourly rate

Position	Upper Quartile	Lower Quartile	Median	Average	Average adjusted for hours worked
Warehouse	£12.57	£11.03	£11.42	£11.75	£11.75
FLT driver	£12.62	£11.75	£12.50	£12.21	£12.21
Fitter	£17.65	£16.25	£17.00	£16.94	£17.00
Traffic clerk	£14.00	£12.00	£12.60	£12.79	£13.02

Ancillary staff average gross - weekly

Position	Upper Quartile	Lower Quartile	Median	Average	Hours
Warehouse	£521	£452	£495	£505	43
FLT driver	£560	£498	£563	£549	45
Fitter	£815	£700	£780	£782	47
Traffic clerk	£615	£508	£555	£573	44

Management roles

Position	Upper Quartile	Lower Quartile	Median	Average	Hours
Supervisor	£37,036	£32,267	£36,000	£34,497	45
Transport manager	£46,153	£36,500	£40,250	£42,171	45
Warehouse manager	£41,000	£29,346	£35,691	£35,757	43
General manager	£61,125	£49,500	£51,866	£56,029	50

Southern & Eastern

National drivers’ basic hourly rate

Class	Upper Quartile	Lower Quartile	Median	Average	Average adjusted for hours paid
Class B (up to 3.5t)	£13.17	£12.00	£12.41	£12.47	£12.76
Class C1 (up to 7.5t)	£14.95	£11.15	£12.75	£13.12	£13.89
Class C (LGV rigid)	£15.00	£12.40	£13.85	£13.88	£15.10
Class C&E (LGV artic)	£16.92	£14.00	£15.00	£15.23	£16.29

National drivers’ average gross - weekly

Class	Upper Quartile	Lower Quartile	Median	Average	Hours
Class B (up to 3.5t)	£619	£580	£600	£600	47
Class C1 (up to 7.5t)	£739	£600	£648	£667	48
Class C (LGV rigid)	£810	£692	£794	£767	51
Class C&E (LGV artic)	£940	£818	£896	£883	55

Ancillary staff basic hourly rate

Position	Upper Quartile	Lower Quartile	Median	Average	Average adjusted for hours worked
Warehouse	£12.53	£11.13	£11.94	£11.98	£12.38
FLT driver	£12.65	£10.91	£12.02	£12.00	£12.60
Fitter	£19.15	£17.48	£18.31	£18.32	£18.76
Traffic clerk	£14.24	£12.75	£13.46	£13.81	£14.36

Ancillary staff average gross - weekly

Position	Upper Quartile	Lower Quartile	Median	Average	Hours
Warehouse	£612	£501	£557	£557	45
FLT driver	£623	£531	£567	£567	45
Fitter	£972	£852	£916	£938	50
Traffic clerk	£684	£591	£633	£661	46

Management roles

Position	Upper Quartile	Lower Quartile	Median	Average	Hours
Supervisor	£42,730	£32,750	£36,352	£36,884	46
Transport manager	£50,000	£44,000	£45,000	£45,945	48
Warehouse manager	£42,525	£36,825	£40,050	£39,282	48
General manager	£66,000	£57,000	£60,000	£64,200	51

Northern

National drivers' basic hourly rate

Class	Upper Quartile	Lower Quartile	Median	Average	Average adjusted for hours paid
Class B (up to 3.5t)	£11.72	£11.06	£11.43	£11.87	£12.69
Class C1 (up to 7.5t)	£12.75	£10.96	£11.68	£11.87	£12.74
Class C (LGV rigid)	£13.34	£11.79	£12.37	£13.26	£13.34
Class C&E (LGV artic)	£14.36	£12.12	£13.33	£13.86	£14.57

National drivers' average gross - weekly

Class	Upper Quartile	Lower Quartile	Median	Average	Hours
Class B (up to 3.5t)	£646	£496	£567	£571	45
Class C1 (up to 7.5t)	£694	£546	£657	£650	51
Class C (LGV rigid)	£692	£606	£656	£654	49
Class C&E (LGV artic)	£909	£770	£834	£831	57

Ancillary staff basic hourly rate

Position	Upper Quartile	Lower Quartile	Median	Average	Average adjusted for hours worked
Warehouse	£11.17	£10.50	£11.00	£10.87	£11.74
FLT driver	£11.46	£11.13	£11.23	£11.36	£11.95
Fitter	£18.00	£15.40	£16.50	£16.58	£16.83
Traffic clerk	£14.98	£12.45	£12.69	£14.14	£14.14

Ancillary staff average gross - weekly

Position	Upper Quartile	Lower Quartile	Median	Average	Hours
Warehouse	£530	£417	£475	£499	42.5
FLT driver	£525	£466	£477	£514	43
Fitter	£845	£729	£795	£791	47
Traffic clerk	£574	£506	£555	£594	42

Management roles

Position	Upper Quartile	Lower Quartile	Median	Average	Hours
Supervisor	£33,500	£29,850	£31,000	£32,100	42
Transport manager	£49,500	£40,000	£47,000	£44,250	44
Warehouse manager	£41,000	£35,000	£40,000	£39,190	46
General manager	£70,000	£55,000	£58,000	£61,900	44

Scotland & NI

National drivers' basic hourly rate

Class	Upper Quartile	Lower Quartile	Median	Average	Average adjusted for hours paid
Class B (up to 3.5t)	£12.30	£11.50	£11.80	£12.00	£12.00
Class C1 (up to 7.5t)	£13.00	£12.50	£12.80	£12.75	£12.76
Class C (LGV rigid)	£14.25	£13.13	£13.50	£13.75	£13.79
Class C&E (LGV artic)	£14.88	£13.00	£13.75	£14.22	£14.23

National drivers' average gross - weekly

Class	Upper Quartile	Lower Quartile	Median	Average	Hours
Class B (up to 3.5t)	£661	£560	£464	£600	50
Class C1 (up to 7.5t)	£701	£562	£640	£638	50
Class C (LGV rigid)	£707	£616	£701	£669	48.5
Class C&E (LGV artic)	£850	£737	£780	£797	56

Ancillary staff basic hourly rate

Position	Upper Quartile	Lower Quartile	Median	Average	Average adjusted for hours worked
Warehouse	£12.40	£11.00	£12.10	£11.70	£11.71
FLT driver	£12.40	£12.00	£12.30	£12.20	£12.20
Fitter	£18.38	£16.63	£17.60	£17.50	£17.50
Traffic clerk	£15.00	£11.95	£13.80	£14.10	£14.24

Ancillary staff average gross - weekly

Position	Upper Quartile	Lower Quartile	Median	Average	Hours
Warehouse	£565	£495	£554	£527	45
FLT driver	£570	£520	£560	£537	44
Fitter	£845	£722	£795	£805	46
Traffic clerk	£700	£530	£650	£641	45

Management roles

Position	Upper Quartile	Lower Quartile	Median	Average	Hours
Supervisor	£43,000	£33,500	£37,000	£35,000	46
Transport manager	£50,000	£39,000	£45,000	£47,000	43.5
Warehouse manager	£42,500	£38,000	£39,650	£40,000	45
General manager	£52,000	£44,000	£52,000	£50,000	43

Driver subsistence (overnight allowances)

There was a change in April 2019 where checking of receipts for Benchmark Scale Rates was no longer required. This does not apply to the normal method of paying the driver overnight allowance of £26.20 where a sleeper cab is concerned.

There are six options for employers to enable them to reimburse employees:

- Benchmark scale rate payments
- Agreed industry scale rate – lorry drivers overnight subsistence allowance (normal option)
- Bespoke agreements
- Other allowances
- Overseas scales rates
- Direct expense claims

The RHA helpdesk can provide guidance on these allowances, please call **01274 863100**

Agreed industry scale rate (lorry drivers)

To confirm, the following rates continue to be applicable as to date, there is no change from 2013 agreement. We have been engaging with HMRC for at least 18 months and we have been trying to gather evidence with a view to updating the rates. Member participation in this evidence check though has been very low and so the matter is still very much just ongoing.

An **approval notice** is required by HMRC and periodic checks are required to be carried out on a sample basis:

- With a sleeper cab - **£26.20**
- Without a sleeper cab - **£34.90**

National living wage (NLW)

Until April 2024, the national living wage is for employees aged 23 and over with a level of £10.42 per hour then increasing to £11.44. From 1 April 2024, the National Living Wage applies to workers aged 21 and over. The table below reflects the age and rates and is again above inflation which was its intent to bring up the lowest rates of pay.

	Rate from April 2023	Rate from April 2024	Increase
National Living Wage	£10.42	£11.44	9.8%



National minimum wage (NMW)

The national minimum wage requirements are in place for those aged 22 and under. However, from 1 April 2024 the 21-22 year old rate becomes the National Living Wage.

National Minimum Wage	Rate from April 2023	Rate from April 2024	Increase
21-22 Year Old Rate	£10.18	£11.44	12.37%
18-20 Year Old Rate	£7.49	£8.60	14.82%
16-17 Year Old Rate (Under 18s from April 2024)	£5.28	£6.40	21.21%
Apprentice Rate	£5.28	£6.40	21.21%

Real living wage 2024

There is a further voluntary standard said to be based on the cost of living – this changes each November and is:

- UK, apart from London **£12.00 (was £10.90)**
- London **£13.15 (was £11.95)**

Self-employed status and drivers

For a driver to be considered self-employed HMRC would expect them to be undertaking the work in their own vehicle – so not driving your truck and having their own operator’s licence. It is the case that if the driver uses **your** vehicle, is told what to do and when to do it then HMRC **will not accept** that the driver is self-employed. You will then be liable to meeting any underpaid income tax and National Insurance together with interest and penalties.

A driver engaged a personal service company

You need to be comfortable that the driver is operating via a UK limited company otherwise you will be liable for PAYE and National Insurance on payments made. If the driver is operating via a UK limited company, then you will have to prepare for the tax changes in April. If you are a medium or large company (for tax purposes) then for payments after 6 April 2021, you would have needed to determine whether the driver is liable on the terms of your agreement to IR35. HMRC has produced the ‘CEST’ tool on their website to enable you to determine the status of the driver.

If the result of the test is that IR35 applies you need to alert the driver and anyone in the supply chain, and from 6 April 2021 operate PAYE and National Insurance on payments you make. If the test shows them to be outside of IR35 you can make the payment gross. If you get the above process wrong then you will be liable to income tax, National Insurance, interest, and penalties.

Drivers provided by agencies

You need to be comfortable that the agency is UK registered. If not, you are required to operate PAYE and National Insurance on payments you make. If they are UK registered the responsibility regarding the driver sits with the agency and not you.

Further advice from Government: [here](#).

Managerial roles

In the survey where managerial roles are concerned bonus payment are frequently mentioned with responders advising either monetary values of percentages of salary or of profits. The figures provided include the average bonus payments for each role.

Survey

The survey took in one hundred responses from members ranging in size from two vehicles operators to those comprising many hundreds.

- Vehicles 1>5 = 5.8%
- Vehicles 6>9 = 20.3%
- Vehicles 10>49 = 42%
- Vehicles 50+ = 31.9%

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