RHA

Pay Report 2026

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.

Our pay survey for 2025 (held in November), reveals that in general staffing terms, the median average of members responding was 3 percent (same as previous year). Depending on how you look at the national figures brings differing results per category of worker. Using the Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) data for full time weekly earnings as a comparison the average median increase for 2025 was 5.3% so the sector in general is not keeping up with the earnings trend.

Take the C&E driver who is the most responded to question. In hourly rates, the average increase equalled 4.1 percent with the median at 3.2 percent. Using the weekly gross the average and median both increased by bigger percentages this year at 4.5 and 5.5 percent respectively. The answer lies in the middle of these averages and probably reflects local market conditions as the main factor.

Our cost survey suggested that to the employer, the cost of putting a driver in a vehicle increased by 6 percent but this included the hike in employers' national insurance contributions from April 2025 and certainly, using the hourly rates this then makes perfect sense.

This year, the percentage of members who gave a zero-pay increase response in general terms came in at 29.2 percent (last year 33 percent).

National pay awards
Median 3%
Average 2.7%

Regional Pay Awards			
Midlands, Western & Wales Region		Northern Region	
Median	3.00%	Median	3.00%
Average	3.40%	Average	2.80%
Southern & Eastern Region		Scotland & NI	
Median	2.60%	Median	3.00%
Average	2.30%	Average	3.00%

Members remain concerned about affordability of any increases although tend to realise that to attract/maintain HGV drivers there is a need to keep on top of their local rates. There are ongoing concerns regarding technicians, fitters and mechanics along with the quality of drivers hired. The stressful environment and long hours in many cases are often disincentives, certainly to recent entrants to the driving roles market.

The ASHE survey data gives median increases for full-time HGV (LGV) code 8211 at just 0.7 percent in the November 2025 report compared to 5.8 percent the previous year.

This year, the full-time HGV driver, from the ONS survey showed 218,000 positions whereas last year it was 215,000 so a 1.4 percent increase. Including the road transport drivers not elsewhere classified brings the total to 308,000. Technically however, there appears to be 117,000 fewer potential HGV drivers who could not drive straight away due to their DQCs not being updated. For perspective, that is one in six of those licenced according to Kirsten Tisdale (Aricia) in data presented at a recent RHA Skills Forum from a report originally commissioned by Blue Arrow.

This total of 308,000 drivers though does not really compared to the numbers of HGV registered on GB operator licences (376,044), the NI inclusion at around 22,000 vehicles and the combined total including HGVs not on operator licences is in the region of 425,000 vehicles.

While the main category for large goods vehicle drivers (code 8211) appeared to show a very small percentage increase it was drivers who considered they drive but it isn't their principal role who seemed to get a whopping deal in comparison. These might for example call themselves scaffolders, plant or construction workers. Bus and coach drivers again seemed to have faired better in terms of percentage increases.

ONS ASHE employee earnings survey data from November 2025 (gathered in April 2025) 'earnings and hours worked' full time table 14.1a

Position Description	Large goods vehicle drivers	Delivery drivers & Couriers	Bus and coach drivers	Road Transport Drivers (not elsewhere classified)
Code	8211	8214	8212	8219
Number of jobs[b] (thousand) Previous year in brackets	218,000 (215,000)	91,000 (82,000)	79,000 (75,000)	90,000 (91,000)
Median (£)	799.9	573.1	724.0	654
Annual Percentage change (%)	0.7	4.7	6.5	6.2
Mean (£)	828.3	607.7	748.7	710.4
Annual percentage change (%)	0.6	3.3	5.7	10

A majority of our members operate at 44-tonnes (76 percent), and this remains by far, the strongest data point with 84 percent of members completing the survey answering this with the hourly rates ranging from £12.50 to £24.00. In driver categories, the van driver was least popular with only 21 percent of members completing those data boxes. The hourly rates also are probably more reflective of responses and often a responding member only inputs that figure.

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:

- National
- Midlands, Western and Wales
- Southern & Eastern
- Northern
- Scotland & Northern Ireland

National 2026

Drivers' basic hourly rate

Class	Upper Quartile	Lower Quartile	Median	Average	Average adjusted for hours paid
Class B (up to 3.5t)	£13.61	£12.24	£12.50	£13.04	£13.48
Class C1 (up to 7.5t)	£14.68	£12.25	£13.05	£13.60	£13.67
Class C (LGV rigid)	£15.54	£13.50	£14.50	£14.78	£15.12
Class C+E (LGV artic)	£16.25	£14.00	£15.05	£15.48	£16.05

Drivers' average gross - weekly

Class	Upper Quartile	Lower Quartile	Median	Average	Hours
Class B (up to 3.5t)	£630	£566	£609	£607	45
Class C1 (up to 7.5t)	£718	£580	£663	£656	48
Class C (LGV rigid)	£800	£664	£725	£741	49
Class C+E (LGV artic)	£941	£784	£876	£883	55

Ancillary staff basic hourly rate

Position	Upper Quartile	Lower Quartile	Median	Average	Average adjusted for hours worked
Warehouse	£14.00	£12.50	£13.00	£13.34	£13.83
FLT driver	£13.88	£12.83	£13.09	£13.44	£14.14
Fitter	£20.05	£18.00	£19.12	£19.24	£20.71
Traffic clerk	£16.27	£13.66	£14.41	£15.16	£15.16

Ancillary staff average gross - weekly

Position	Upper Quartile	Lower Quartile	Median	Average	Hours
Warehouse	£638	£513	£580	£581	42
FLT driver	£664	£546	£598	£594	42
Fitter	£1,095	£787	£883	£911	44
Traffic clerk	£700	£555	£616	£637	42

Management roles

Position	Upper Quartile	Lower Quartile	Median	Average	Hours
Supervisor	£42,000	£34,850	£38,300	£38,600	44
Transport manager	£50,000	£40,000	£45,000	£46,000	45
Warehouse manager	£47,380	£36,400	£40,000	£42,700	42
General manager	£70,000	£54,000	£60,000	£61,000	46

Midlands, Western & Wales Region

Drivers' basic hourly rate

Class	Upper Quartile	Lower Quartile	Median	Average	Average adjusted for hours paid
Class B (up to 3.5t)	£12.63	£12.29	£12.40	£12.54	£12.76
Class C1 (up to 7.5t)	£13.38	£12.46	£12.88	£13.19	£13.71
Class C (LGV rigid)	£15.20	£13.88	£14.34	£14.50	£15.71
Class C+E (LGV artic)	£15.88	£13.83	£15.13	£15.20	£16.18

Drivers' average gross - weekly

Class	Upper Quartile	Lower Quartile	Median	Average	Hours
Class B (up to 3.5t)	£609	£563	£589	£587	46
Class C1 (up to 7.5t)	£671	£564	£580	£617	45
Class C (LGV rigid)	£823	£672	£740	£754	48
Class C+E (LGV artic)	£859	£742	£831	£809	50

Ancillary staff basic hourly rate

Position	Upper Quartile	Lower Quartile	Median	Average	Average adjusted for hours worked
Warehouse	£14.00	£12.50	£12.71	£13.11	£13.05
FLT driver	£13.88	£12.58	£12.95	£13.37	£13.48
Fitter	£19.57	£16.00	£18.75	£17.55	£17.55
Traffic clerk	£16.55	£13.88	£14.35	£15.29	£14.83

Ancillary staff average gross - weekly

Position	Upper Quartile	Lower Quartile	Median	Average	Hours
Warehouse	£580	£489	£500	£522	40
FLT driver	£577	£495	£553	£539	40
Fitter	£851	£754	£808	£780	44
Traffic clerk	£735	£556	£650	£608	41

Management roles

Position	Upper Quartile	Lower Quartile	Median	Average	Hours
Supervisor	£46,125	£34,750	£38,500	£38,200	45
Transport manager	£52,000	£45,000	£48,000	£49,100	45
Warehouse manager	£54,000	£38,200	£42,000	£45,915	45
General manager	£74,500	£60,000	£68,000	£67,100	45

Weekly figures are rounded

Southern & Eastern Region

Drivers' basic hourly rate

Class	Upper Quartile	Lower Quartile	Median	Average	Average adjusted for hours paid
Class B (up to 3.5t)	£13.98	£12.42	£13.10	£13.29	£13.29
Class C1 (up to 7.5t)	£15.15	£13.25	£14.50	£14.24	£14.29
Class C (LGV rigid)	£16.00	£13.63	£14.75	£14.97	£15.00
Class C+E (LGV artic)	£16.41	£14.00	£15.35	£15.55	£16.07

Drivers' average gross - weekly

Class	Upper Quartile	Lower Quartile	Median	Average	Hours
Class B (up to 3.5t)	£695	£584	£620	£638	48
Class C1 (up to 7.5t)	£740	£651	£691	£700	49
Class C (LGV rigid)	£821	£664	£725	£750	50
Class C+E (LGV artic)	£941	£798	£891	£884	50

Ancillary staff basic hourly rate

Position	Upper Quartile	Lower Quartile	Median	Average	Average adjusted for hours worked
Warehouse	£13.50	£12.85	£13.09	£13.26	£14.29
FLT driver	£13.88	£12.88	£13.25	£13.64	£15.22
Fitter	£22.00	£18.00	£19.00	£20.17	£20.77
Traffic clerk	£16.00	£13.83	£14.73	£15.18	£15.28

Ancillary staff average gross - weekly

Position	Upper Quartile	Lower Quartile	Median	Average	Hours
Warehouse	£653	£579	£596	£643	45
FLT driver	£710	£619	£663	£685	45
Fitter	£1,115	£808	£991	£976	47
Traffic clerk	£720	£579	£652	£657	43

Management roles

Position	Upper Quartile	Lower Quartile	Median	Average	Hours
Supervisor	£42,000	£34,870	£39,000	£39,525	43
Transport manager	£50,000	£42,500	£45,000	£46,050	48
Warehouse manager	£46,550	£37,665	£42,485	£42,890	42
General manager	£66,000	£55,000	£60,000	£59,780	47

Weekly figures are rounded

Northern Region

Drivers' basic hourly rate

Class	Upper Quartile	Lower Quartile	Median	Average	Average adjusted for hours paid
Class B (up to 3.5t)	£12.23	£12.21	£12.21	£12.22	£12.73
Class C1 (up to 7.5t)	£12.94	£12.21	£12.63	£13.01	£13.50
Class C (LGV rigid)	£15.40	£13.69	£14.39	£14.62	£14.98
Class C+E (LGV artic)	£15.84	£13.72	£14.62	£15.11	£15.86

Drivers' average gross - weekly

Class	Upper Quartile	Lower Quartile	Median	Average	Hours
Class B (up to 3.5t)	£688	£643	£675	£662	52
Class C1 (up to 7.5t)	£708	£656	£682	£675	50
Class C (LGV rigid)	£776	£680	£735	£734	49
Class C+E (LGV artic)	£959	£855	£902	£920	58

Ancillary staff basic hourly rate

Position	Upper Quartile	Lower Quartile	Median	Average	Average adjusted for hours worked
Warehouse	£14.16	£12.41	£13.07	£13.34	£13.50
FLT driver	£14.53	£13.01	£13.09	£13.79	£14.19
Fitter	£20.05	£18.32	£19.07	£19.28	£20.16
Traffic clerk	£18.00	£14.38	£15.38	£15.94	£15.94

Ancillary staff average gross - weekly

Position	Upper Quartile	Lower Quartile	Median	Average	Hours
Warehouse	£603	£473	£555	£540	40
FLT driver	£628	£563	£592	£596	42
Fitter	£901	£808	£840	£867	43
Traffic clerk	£696	£615	£625	£669	42

Management roles

Position	Upper Quartile	Lower Quartile	Median	Average	Hours
Supervisor	£41,250	£37,250	£38,410	£38,610	42
Transport manager	£47,000	£42,000	£45,000	£44,620	42
Warehouse manager	£48,000	£35,000	£40,000	£41,100	40
General manager	£70,000	£50,000	£64,000	£61,400	43

Weekly figures are rounded

Scotland & NI Region

Drivers' basic hourly rate

Class	Upper Quartile	Lower Quartile	Median	Average	Average adjusted for hours paid
Class B (up to 3.5t)	£15.10	£13.64	£15.07	£14.14	£14.21
Class C1 (up to 7.5t)	£15.48	£13.85	£15.20	£14.48	£14.48
Class C (LGV rigid)	£17.60	£14.86	£16.73	£16.49	£16.48
Class C+E (LGV artic)	£16.98	£13.63	£14.50	£15.55	£16.63

Drivers' average gross - weekly

Class	Upper Quartile	Lower Quartile	Median	Average	Hours
Class B (up to 3.5t)	£576	£505	£545	£540	38
Class C1 (up to 7.5t)	£649	£567	£610	£637	44
Class C (LGV rigid)	£773	£706	£744	£758	46
Class C+E (LGV artic)	£1,002	£798	£875	£915	55

Ancillary staff basic hourly rate

Position	Upper Quartile	Lower Quartile	Median	Average	Average adjusted for hours worked
Warehouse	£15.73	£14.03	£14.82	£14.19	£14.19
FLT driver	£15.20	£13.75	£14.40	£14.50	£15.55
Fitter	£19.93	£18.94	£19.61	£19.36	£19.59
Traffic clerk	£17.18	£13.62	£15.78	£15.75	£15.78

Ancillary staff average gross - weekly

Position	Upper Quartile	Lower Quartile	Median	Average	Hours
Warehouse	£655	£539	£623	£596	42
FLT driver	£668	£602	£664	£640	44
Fitter	£1,027	£787	£808	£790	46
Traffic clerk	£703	£532	£644	£647	41

Management roles

Position	Upper Quartile	Lower Quartile	Median	Average	Hours
Supervisor	£42,275	£40,500	£42,000	£41,250	40
Transport manager	£49,750	£40,000	£46,925	£44,725	42
Warehouse manager	£45,262	£39,785	£42,525	£42,500	40
General manager	£75,550	£55,100	£68,100	£65,625	46

Weekly figures are rounded

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 2026, the national living wage is for employees aged 21 and over with a level of £12.21 per hour then increasing 50p to £12.71. This 2026 update means that for a 40-hour week the annual pay for the National Living Wage would be £26,436.80

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.

National Living Wage	Rate from April 2025	Rate from April 2025	Increase
	£12.21	£12.71	4.1%

National minimum wage (NMW)

From 1 April 2024 the 21-22 year old rate became the National Living Wage.

National Minimum Wage	Rate from April 2025	Rate from April 2026	Increase
18-20 Year Old Rate	£10.00	£10.85	8.5%
16-17 Year Old Rate (Under 18s from April 2024)	£7.55	£8.00	6%
Apprentice Rate	£7.55	£8.00	6%

Real living wage 2026

There is a further voluntary standard said to be based on the cost of living and was announced on 22 October 2025. Employers signed up to this have 6 months to implement the increase by May 1st 2026 latest.

UK, apart from London **£13.45** (was £12.60) so 6.8 percent

London **£14.80** (was £13.85) so 6.9 percent

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.

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 https://www.gov.uk/guidance/employment-status-employment-intermediaries

The view from the Traffic Commissioner https://www.gov.uk/government/news/inappropriate-use-of-agency-drivers

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 and fifteen responses from members ranging in size from two vehicles operators to those comprising nearly one thousand trucks.

Vehicles 1>5 = 15%

Vehicles 6>9 = 6%

Vehicles 10>49 = 46%

Vehicles 50+ = 33%

For further information or comment, please contact:
Nick Deal, Manager, Logistics Development
07979 531458
n.deal@rha.uk.net

RHA

© Published December 2025