



Driver's Pay Guide

East Midlands and South Yorkshire 2022



Overview

Introduction

Our Survey Respondents	3
Key Findings	4

Pay and Bonuses

Understanding Pay	6
Benefits & Bonuses	7
Pension Contributions	8

All About Drivers

Snapshot of a Driver	10
How Do Drivers Find Roles?	11
Agency Life	11

All About Employers

Snapshot of an Employer	13
Desirable Manager Traits	14

Job Satisfaction Trends

Ranking How Drivers Feel	16
Motivation to Change Jobs	16
Would People Recommend Their Job?	17

Life at Work

Average Hours Worked	19
Overtime	20
The Daily Commute	20

Relocation & Retraining

Relocating for Work	22
Retraining for the New Normal	23

Health & Wellness

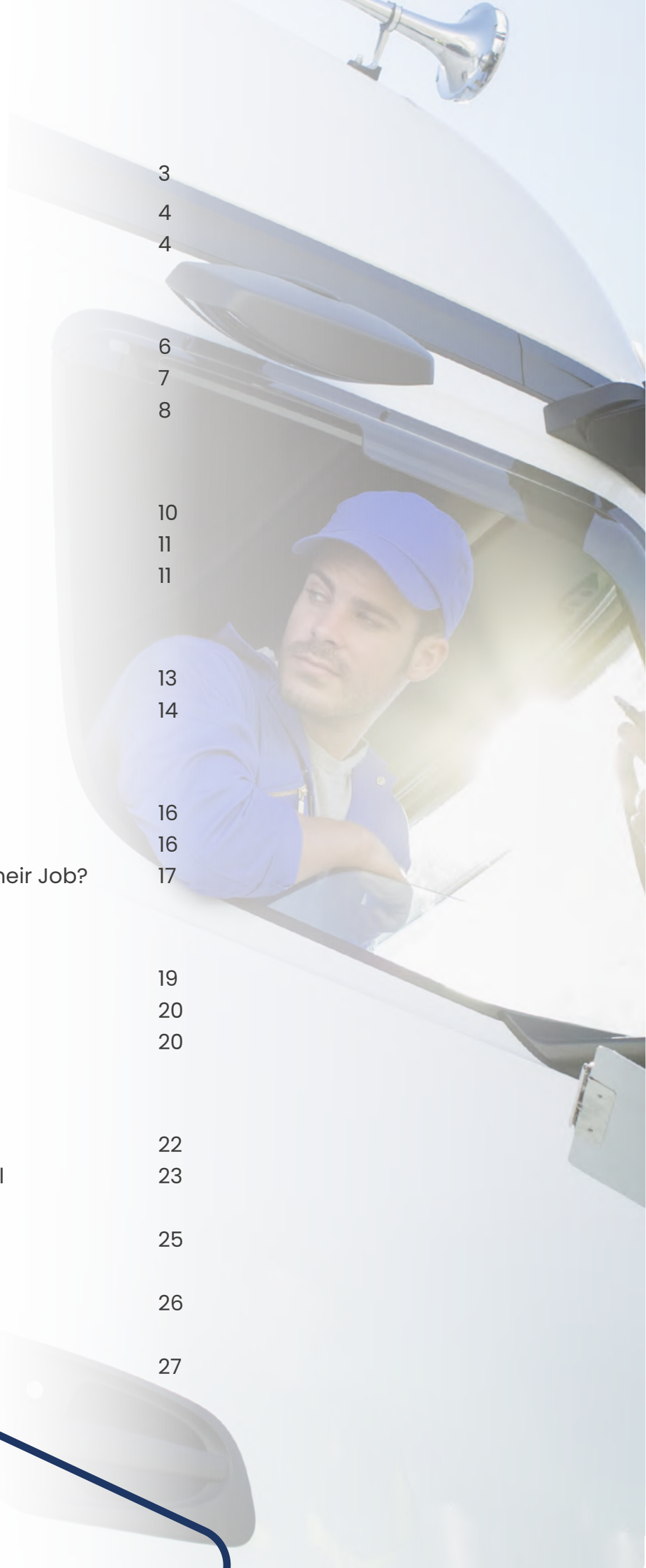
25

Conclusion

26

Wage Index

27





Introduction

Welcome to the first ever QS Recruitment Driver's Pay Guide. This report aims to take a deep dive into the lives of Drivers in the East Midlands and South Yorkshire, to find out what's happening within our industry in relation to pay, benefits, job satisfaction, mental health and more.

Inside this report, managers will find a variety of insights detailing what their Drivers are going through, to help with making cultural and recruitment changes within the business. Employers will discover trends that highlight where they sit in relation to others in terms of job satisfaction, general thoughts on the industry and, of course, pay.

We surveyed over 400 Drivers from across the East Midlands and South Yorkshire, giving us a good cross-sectional glimpse into the trends affecting people's lives at work. We appreciate everyone who took the time to fill out our survey, as your insights have proven invaluable in helping us piece together the insights contained within this report.

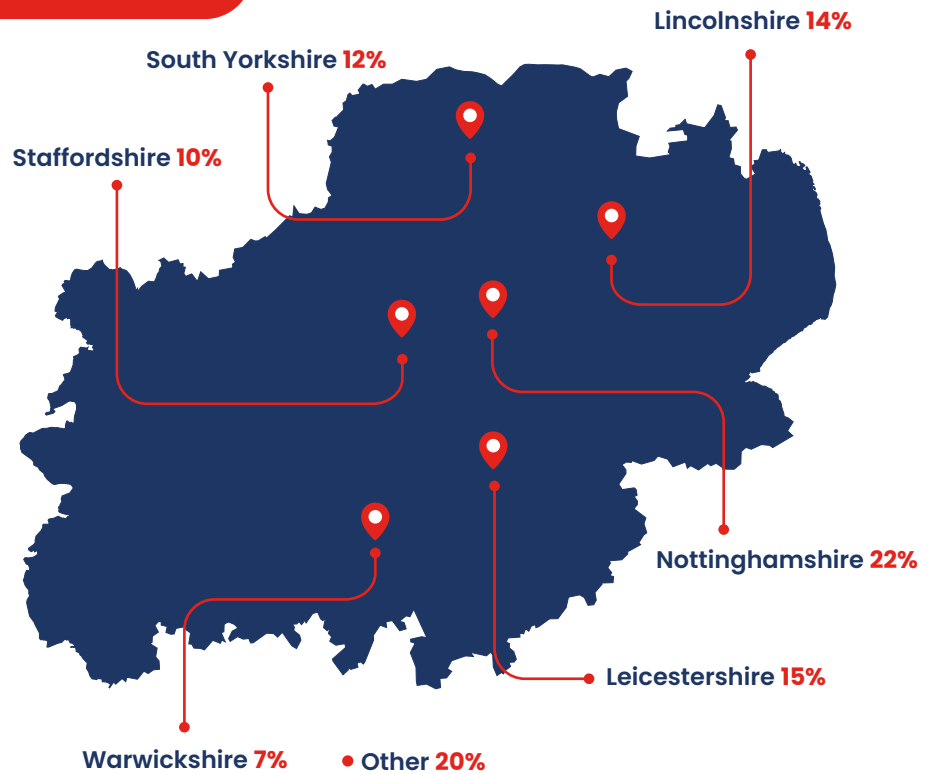
Our Survey Respondents

• Gender split

Female	4%
Male	94%
Non-binary	0.2%
Prefer not to say	2%

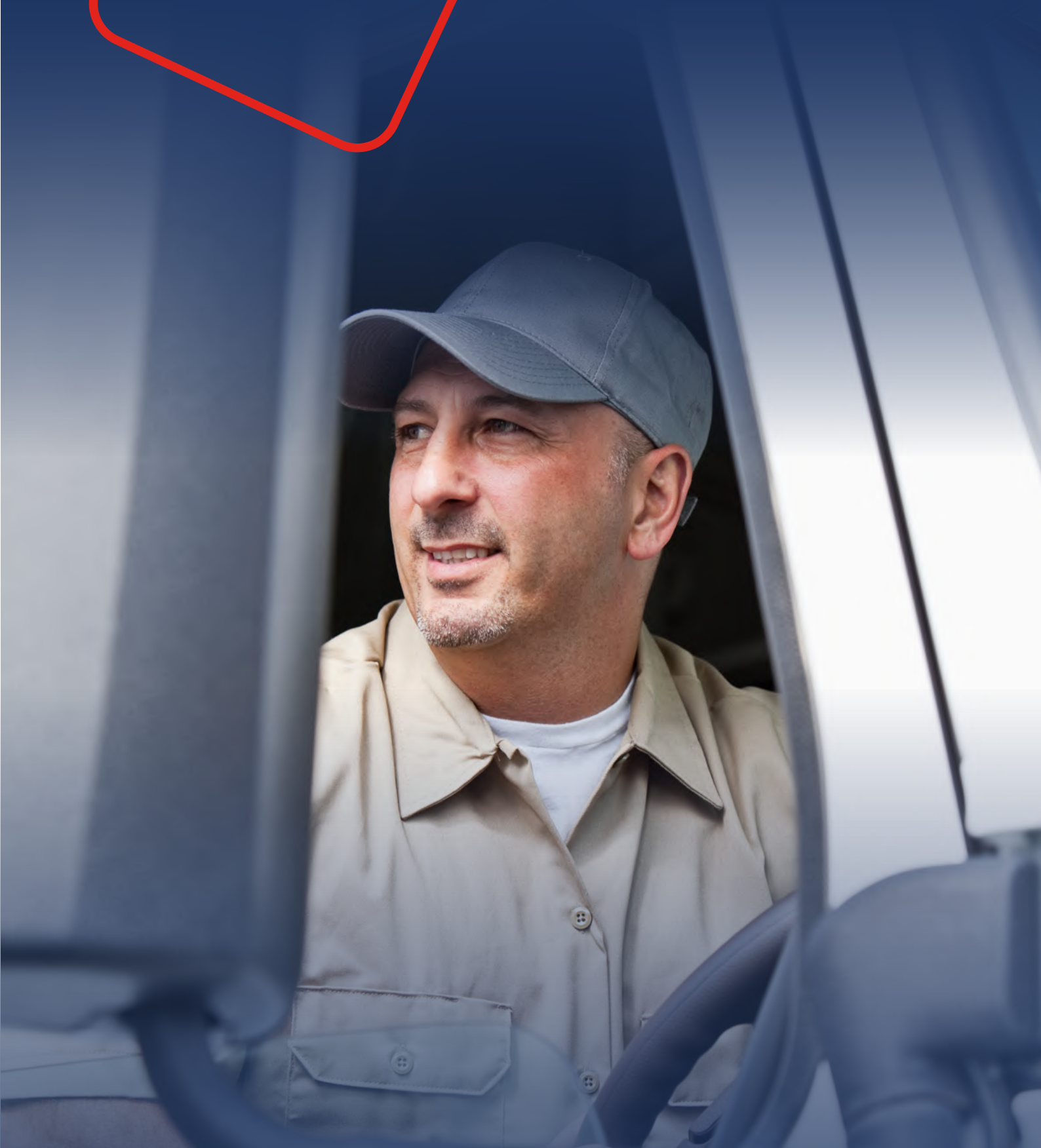
• Generation

Baby Boomer (Born 1946-64)	31%
Generation X (Born 1965-80)	44%
Millennials (Born 1981-96)	23%
Generation Z (Born 1997 onwards)	2%



Key Findings

- 1 The median hourly rate is **£13.00**. Men are paid an average of 8% more than women.
- 2 All workers feel they are underpaid - £15.00 was the average 'fair' rate.
- 3 Higher qualifications do not always lead to higher pay - even entry-level qualifications are enough to earn the industry median.
- 4 Flexible working is the most desirable benefit an employer can offer, followed by increasing annual leave.
- 5 Agencies are the most popular way to find work. People choose agencies for: flexibility, help finding roles, and better pay.
- 6 Leading by example is the most desirable trait in a manager, followed by practical job experience.
- 7 Around half of Drivers would recommend their role to someone else.
- 8 Nearly half of Drivers had been impacted by COVID-19, Changes to IR35 or Brexit.
- 9 More than half of all respondents aren't just thinking about leaving their job - they want to leave the industry entirely.
- 10 Working too many hours was the biggest reported mental health factor at work, followed by bad company culture.



Pay and Bonuses

Understanding Pay

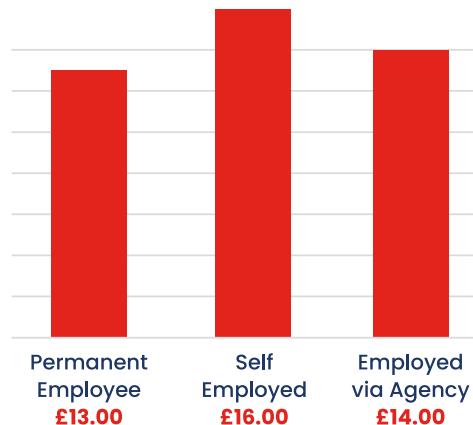
We dug deep into a variety of factors to figure out who is being paid the most and least in the East Midlands and South Yorkshire markets. Everyone is, on average, being paid more than they were in 2019. However, our respondents noted that they should be getting paid as much as 20% more if their wages were to be considered 'fair'.

Let's take a look at some of the wage trends:

• Current vs. past and fair pay rate

	Current Rate	Prior Rate	"Fair" Rate
Overall	£13.00	£12.00	£15.00
Female	£12.00	£11.00	£15.00
Male	£13.00	£12.00	£15.00
Baby Boomers	£12.50	£11.00	£15.00
Generation X	£13.00	£11.00	£15.00
Millennials	£14.00	£12.00	£15.00

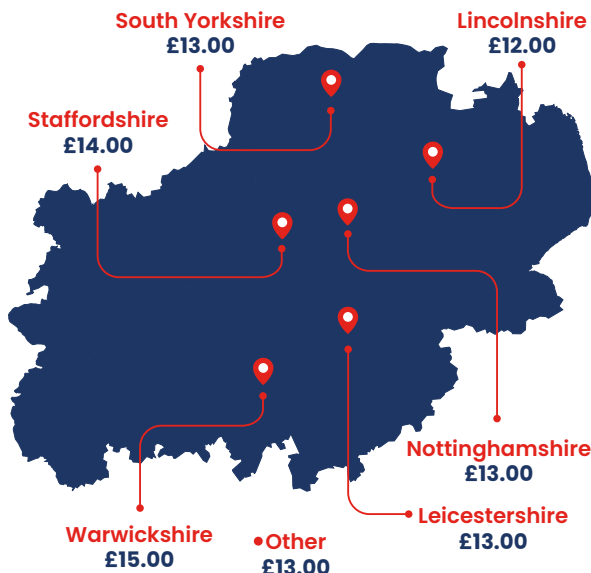
• Pay rate by employment type



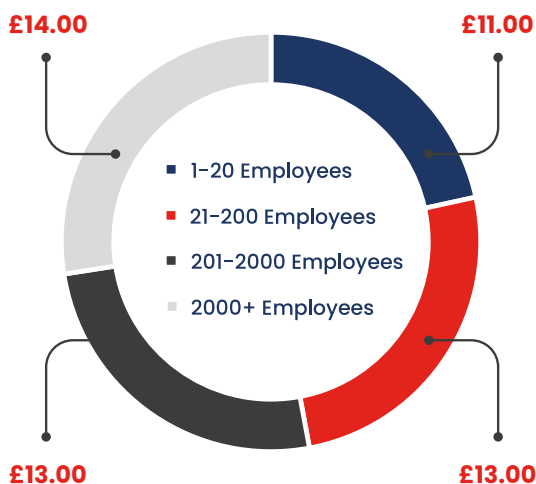
• Pay rate by job type

7.5 Ton Driver	£12.00
HGV 1 Driver	£15.00
HGV 2 Driver	£13.00
PCV Driver	£11.00
Refuse Driver	£13.50
Van Driver	£10.00

• Pay rate by location



• Pay rate by employer size



Reading the Numbers: Women drivers are generally paid 8% less than men, although that is on-trend with the national average - which is about 7.9%. However, men and women both generally agree that £15 would be fair for their role. Contrary to what you might expect, older workers tend to earn less than younger workers despite having more years of experience. What's also quite interesting is that higher qualifications does not necessarily lead to higher pay.

Benefits and Bonuses

Whether it's because a business can't afford to offer higher wage rates or they just want to round out their employee benefits with some added extras, bonuses are an important part of working life for many. But what bonuses are people receiving, and what would they prefer?

• Most common bonuses



12%
End of Year Bonus



12%
Performance Bonus

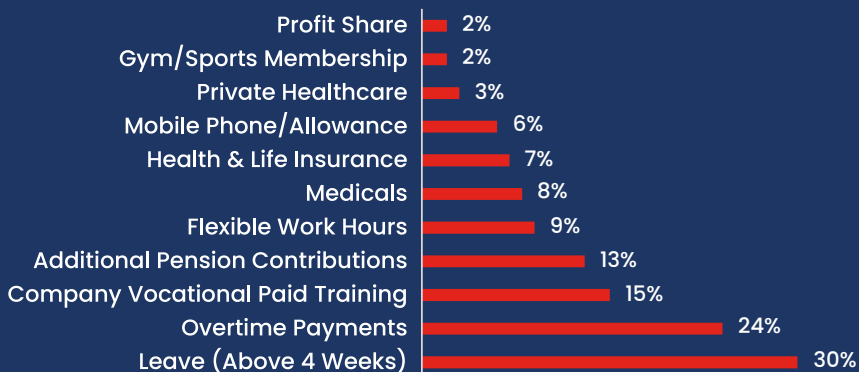


5%
Quarterly Bonus

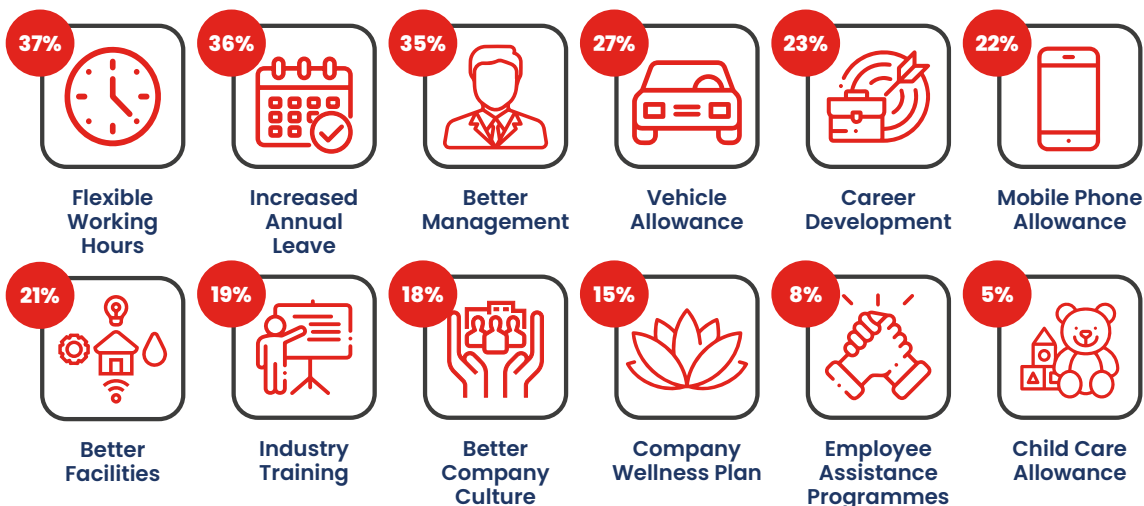


2%
Joining Bonus

• Most common benefits



• Most desirable benefits



Reading the Numbers:

Managers should take note in particular of the most desirable benefits. Employees are seizing back work/life balance, requesting flexible working and more holiday time. Extra annual leave is already a common benefit, but take a look at flexible working - only 9% of employers can work flexibly. Yet, Drivers told us they'd consider leaving a role to gain flexible working. Is this something you could offer your staff?

Pension Contributions

We asked our survey respondents about their pension contributions to get an idea of who's saving for retirement, and how hard.

• How much are Driver's contributing to their pension?

Amount contributed	% of people
0%	22%
3%	27%
4%	9%
5%	21%
6%	5%

Amount contributed	% of people
7%	1%
8%	2%
9%+	3%
Not sure	10%

• Amount Contributed

	0%	1-5%	6+%	Total
Female	11%	68%	16%	95%
Male	23%	56%	11%	90%
Baby Boomer	34%	54%	7%	95%
Gen X	16%	58%	14%	88%
Millennial	18%	62%	12%	92%

Reading the Numbers: It looks like women and Gen X'ers are the biggest pension savers, with both groups the most likely to contribute 6% or more of their income. It's particularly interesting to note that men contribute notably lower amounts to their pensions than women, yet earn more overall.





All About Drivers

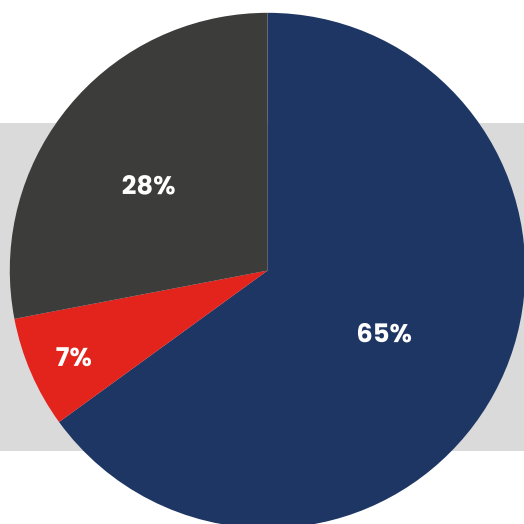
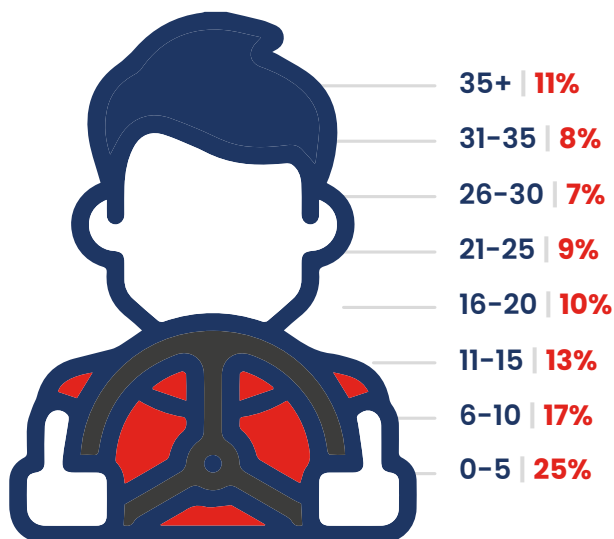


Snapshot of a Driver

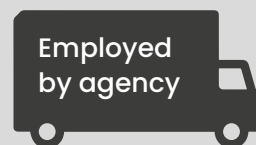
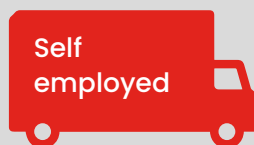
- Drivers in the East Midlands and South Yorkshire are most likely to hold these qualifications:

AS/A Levels	9%
Bachelors Honour Degree	8%
BTEC	6%
Diploma	5%
Entry Level Qualifications	7%
GCSE	31%
Graduate Diploma	2%
Masters Degree	1%
NVQ	9%
O Level	14%
None of the Above	8%

- And have this many years of experience:



- They are in this type of employment:



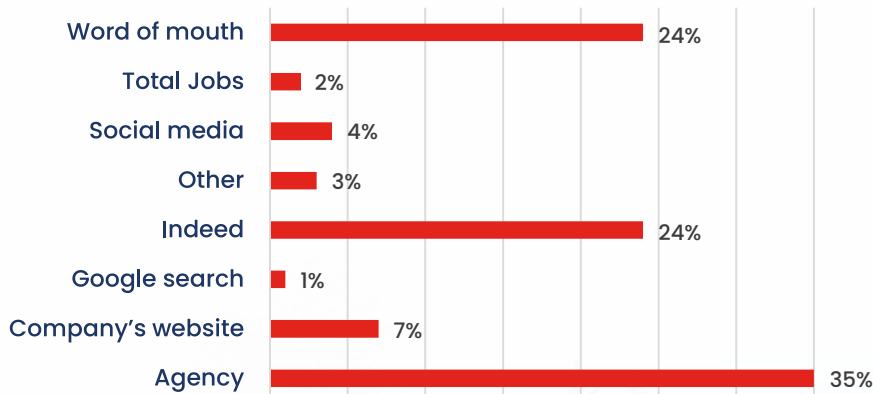
- And have been in their current role for...

0-6 Months	22%
7-12 Months	17%
1-2 Years	20%
3-5 Years	21%
6-10 Years	13%
11-15 Years	4%
16+ Years	3%

Reading the Numbers: The most common type of employee in the East Midlands and South Yorkshire is a permanently employed new recruit with five or less years' experience, who only just joined the company and likely holds a GCSE-level qualification

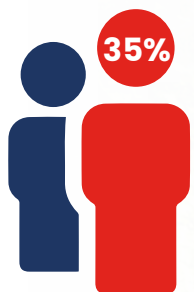
How Do Drivers Find Roles?

Agencies were the most common way survey participants found their current role. This includes both experienced and inexperienced workers – in fact, those with 16–20 years’ experience were the most likely group to use an agency to find work, followed by those with 31–35 years’ experience.



Reading the Numbers: From the looks of things, whether you want someone fresh out of school or who’s been around for three decades, an agency is still the most likely place you’ll find them.

Agency Life



35%

of respondents use an agency to find work.

Mostly they find **permanent work** – only 28% of respondents are employed as agency temps.

• Key reasons why drivers choose to work with agencies

Flexibility	20%
Cannot Find a Permanent Role	18%
Better Pay Rates	15%
Variety of Work Available	11%
Pay Frequency	9%
They Were Recommended	5%
The Recruiters There Are Great	3%



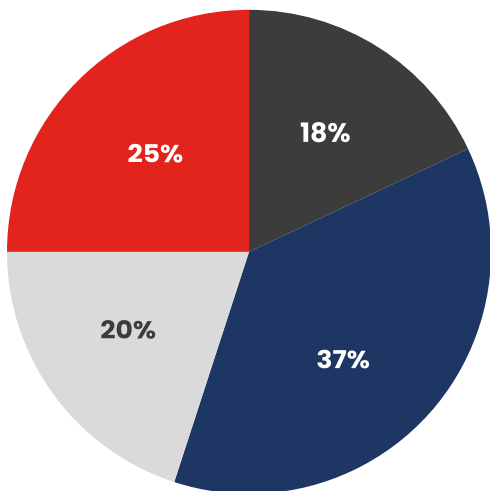
Reading the Numbers: People choose agency life for flexibility – which is unsurprising given that flexibility was such an important benefit as well. The vast majority have had no issues with their agency work, although of the proportion that did, communication was the key gripe.



All About Employers

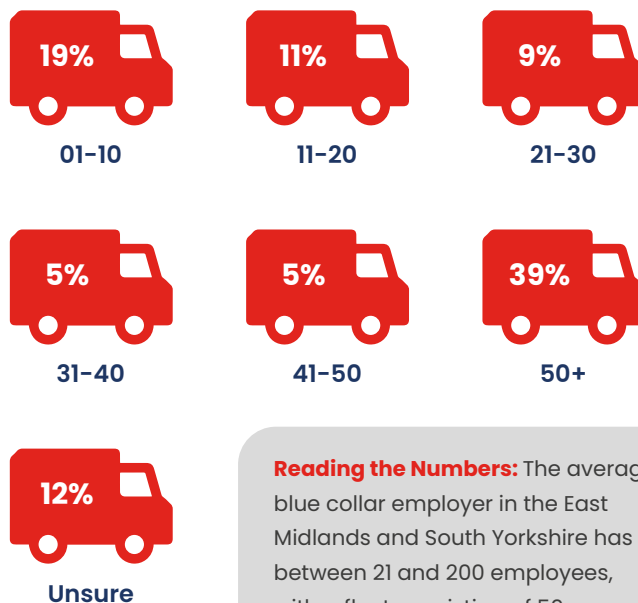
Snapshot of an Employer

- Employers in the East Midlands and South Yorkshire are a mix of these sizes:



- 1-20 Employees
- 21-200 Employees
- 201-2000 Employees
- 2000+ Employees

- They have this many vehicles in their fleet:



Reading the Numbers: The average blue collar employer in the East Midlands and South Yorkshire has between 21 and 200 employees, with a fleet consisting of 50 or more vehicles. Their annual turnover sits at the top end of the range we supplied, at £41+ million.



- And their annual turnover is...

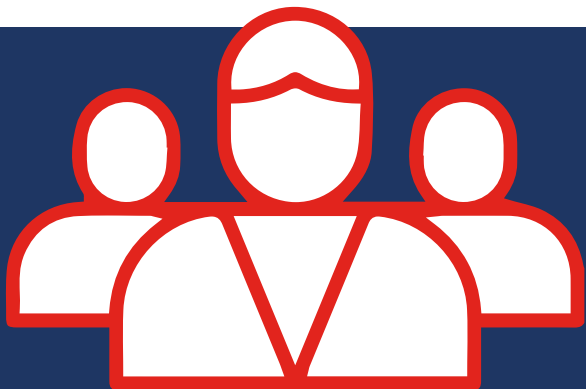
£0 - £5 Million	15%
£6 - £10 Million	9%
£11 - £30 Million	6%
£31 - £41 Million	4%
£41+ Million	22%
Unsure	44%



Desirable Manager Traits

“Better management” was highlighted as a key desirable benefit earlier in this report. Of course, to actually offer this benefit we need to know what it means. So... what do respondents really want from their management team?

• Top desirable management traits



41%

Lead by Example

33%

Respectful

38%

Fair/Even-Handed

41%

Supportive

38%

Practical Experience
in The Trade

• Other traits that Drivers would like to see in their managers



27%

Knowledgeable



8%

Takes a Personal Interest



22%

Organised



5%

Mentoring



16%

Availability/Open Door Policy



3%

Work Hard/Play Hard



13%

Easy-Going



1%

Strict/Firm



9%

Sense of Humour



0%

Detailed

Reading the Numbers: If you're a detail-oriented, firm manager who works hard/plays hard, it may be time to reconsider your leadership approach. A sense of humour doesn't count for much either. Respondents were clear that they want experienced, supportive, fair and respectful managers who lead by example.



Job Satisfaction Trends

Ranking How Drivers Feel

We asked respondents to rate their feelings on a variety of matters from 1 to 5, where 1 was 'Least Satisfied' and 5 was 'Most Satisfied'. Here's how they ranked themselves:



• Pay rate vs. job satisfaction

Ranking	Median Pay
1	£11
2	£12
3	£13
4	£14
5	£14

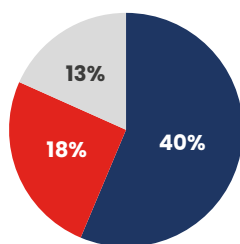
Reading the Numbers: Respondents are showing us that they feel an average level of job satisfaction, pay transparency, and feeling valued in their role. But, these rankings slip below average with regards to pay satisfaction and professional development support. An interesting note is that Drivers ranked professional development support as highly as satisfaction with pay.

Motivation to Change Jobs

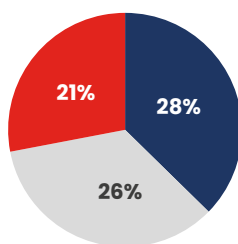
We also asked why someone might be willing to change jobs, and what it would cost to steal them away from their current role. Managers take note - these results will give you an indication of what you can offer potential candidates both in benefits and pay rate to grab them from a competitor.

• What would motivate you to change roles?

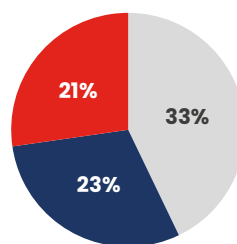
Location	30%
Rate of Pay	21%
Shift Pattern	19%
Business Reputation	4%
Quality of Fleet	2%



Baby Boomers



Generation X



Millenials

- Location
- Rate of Pay
- Shift Pattern

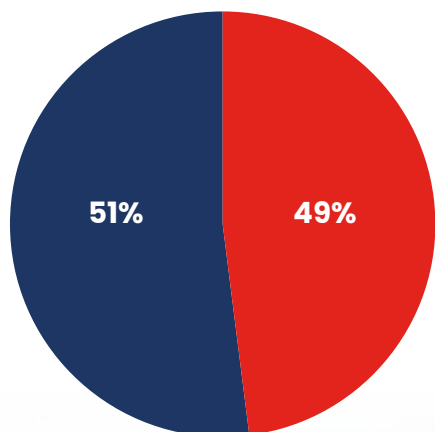
How much more pay should you offer? Most Drivers said **they'd need £2 extra** an hour to consider changing jobs.

Reading the Numbers: We see here that pay is vitally important, but not the most important factor - a better location still tops the charts. We've also included demographic differences here so you can see how preferences change across age groups. Younger workers prioritise pay, which drops in importance over time.

Also, note how most employees said they want £2 more per hour if they are to change roles - which would bring their median pay up from £13 to £15, the average 'fair' rate.

Would People Recommend Their Job?

This is a simple question with a really important answer. We asked if respondents would recommend their job to others - it was a yes/no question, but a huge indicator of job satisfaction. Someone might be willing to accept or 'tough out' their own role, while not wishing it on others.



Reading the Numbers: It's clear there's a lot of work to be done regarding job satisfaction across the sector, but we're not far off from succeeding. While only a small majority wouldn't recommend their job (except for Millennials), it's close to 50:50 in each category. It's possible that even a few small changes in benefits offered, pay rate and/or management style could tip the balance.





Life at Work

Average Hours Worked

If work/life balance is a key concern for respondents, then the number of hours per week that they are at work could be a major factor. So, what does the average working week look like for the East Midlands and South Yorkshire's Drivers?

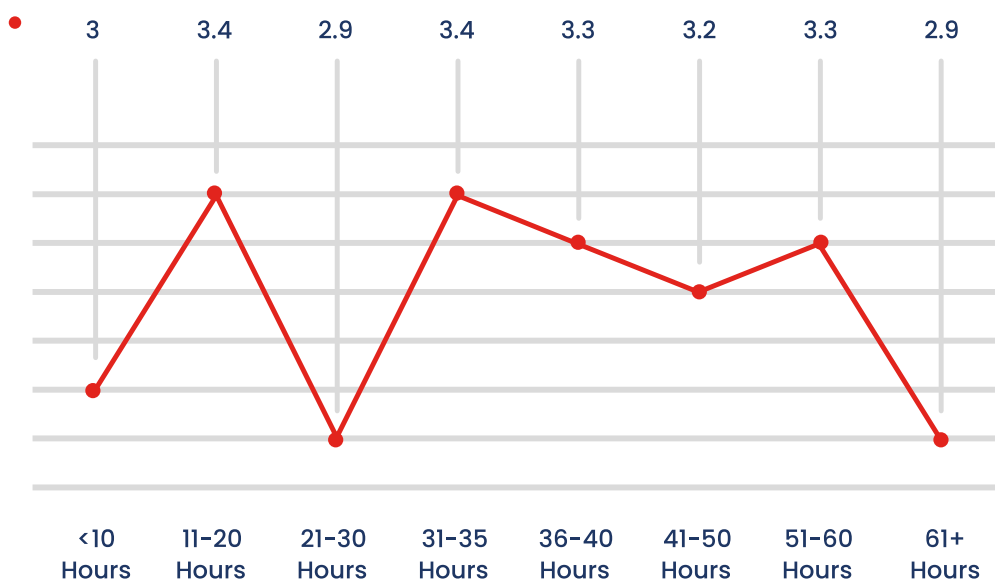
<10 Hours	1%	36-40 Hours	16%
11-20 Hours	3%	41-50 Hours	38%
21-30 Hours	6%	51-60 Hours	25%
31-35 Hours	5%	Over 61 Hours	6%



• Most common hours worked by employer size

1-20 Employees		21-200 Employees		201-2000 Employees		2000+ Employees	
41-50 Hours	28%	41-50 Hours	37%	36-40 Hours	22%	41-50 Hours	48%
51-60 Hours	29%	51-60 Hours	30%	41-50 Hours	39%	51-60 Hours	20%

Work hours vs job satisfaction (out of 5)



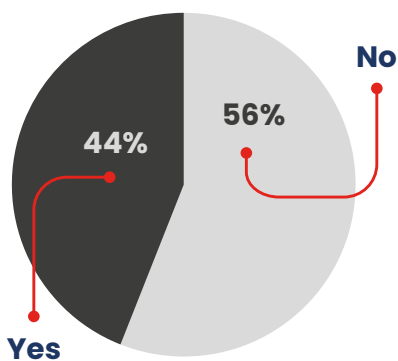
Reading the Numbers: The vast majority of respondents are working 40+ hour weeks, but it's those in the East Midlands and South Yorkshire's smallest businesses that are clocking in the most time. Those working for companies of 201-2,000 staff put in the least hours and were the only group to have a majority working 36-50 hours (as opposed to 41-60).

But, it's worth noting that the number of hours worked does not have a noticeable impact on job satisfaction.

Overtime

Do you pay overtime hours? We all know overtime often comes with the job, but we wanted to know whether Drivers were being compensated for this extra time - and if so, by how much.

- **Are you paid for overtime hours?**



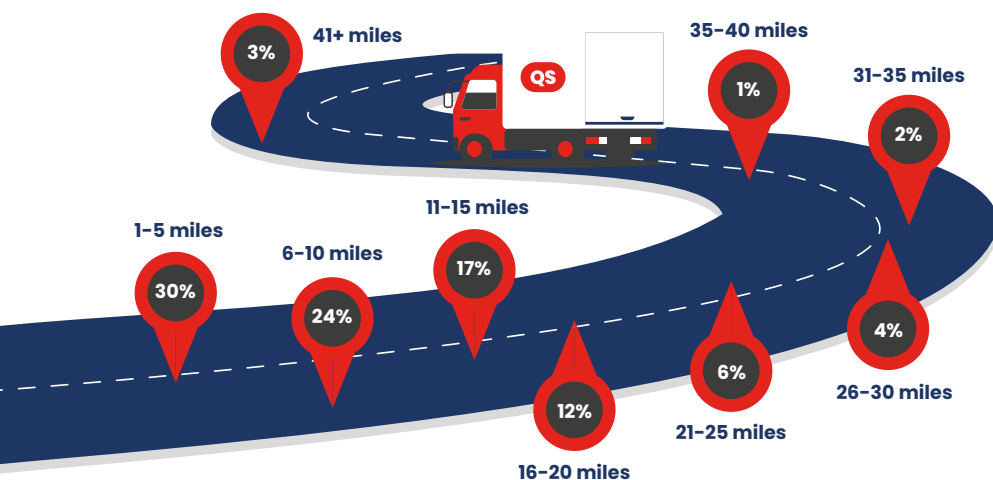
Reading the Numbers: The majority of respondents said they aren't paid overtime, although it was a relatively close call. The only group we found where overtime was more prevalent was in businesses with over 200 staff, who also tended to pay some of the highest overtime rates.

Additionally, we checked to see if being paid overtime affected job satisfaction. The answer is ... not really. Those being paid overtime were marginally more satisfied than the average, and those not being paid were marginally less satisfied, but the figures are so close that they should be taken with some scepticism.

The Daily Commute

Finally, life at work would not be complete without taking into consideration people's commutes. So, how far do Drivers travel for work?

- **Average commute by distance (miles)**



Reading the Numbers: The majority of our respondents live within half an hour of their job or about 10 miles.

Of course, we had to check this against job satisfaction levels and this time we did find a trend - the further someone had to commute in either distance or time, the lower they generally ranked their job satisfaction. Given location was a key reason respondents would consider changing roles, we can see how commuting distance plays into this.



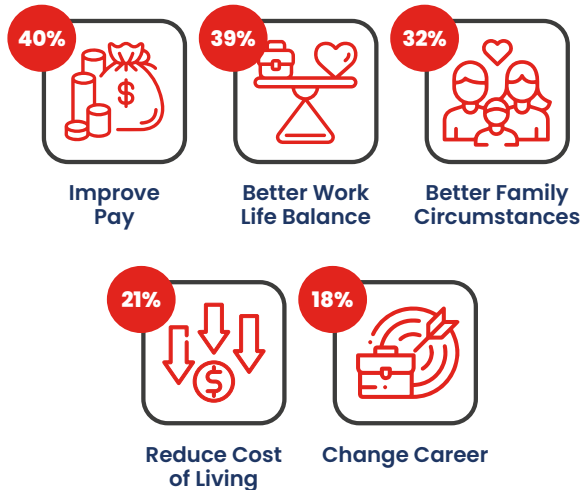
Relocation & Retraining



Relocating for Work

We know from past questions that Drivers are willing, or would be willing, to move location for new work. Is there more you could be offering potential job candidates to help get them over that line and encourage them to relocate?

• Top reasons someone might relocate for work



Find Employment	17%
Improve Mental Health	16%
Find a More Suitable Role	14%
Advance Career	14%
Transfer Within Same Company	10%
Retrain or Re-Educate for a New Role	9%
Follow Your Current Manager or Boss	3%

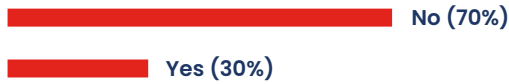
Reading the Numbers: Pay could be expected to come out on top, which it did. The next rankings are very interesting though - work/life balance is only 1% behind higher pay and bettering one's family circumstances was not far behind that. Our data so far is highlighting time and again that pay is not the be-all and end-all. Finding that balance between work, life and family is also vitally important.



Retraining for the New Normal

Some Drivers aren't just thinking about leaving their job, they're thinking about leaving the industry entirely - especially after COVID-19. So, just how many employees are considering exiting the industry and retraining for a new one?

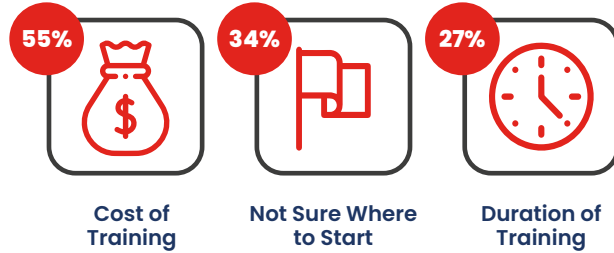
• Considering retraining due to COVID-19



• Considering leaving the industry



• What barriers prevent you from retraining/upskilling?



Reading the Numbers: It looks like the industry is in for a big shock unless employers can better encourage their employees to stay. The majority of respondents are considering leaving the industry entirely, and those who are considering retraining due to COVID-19 are much more likely to be thinking of retraining into a different sector.

The biggest barriers preventing respondents from retraining right now are the cost and time, as well as a lack of certainty as to where to start.

Lack of Self Confidence	23%
No Available Training	17%
Support From Employer	14%
No Part-Time Study Options	13%
No Available Apprenticeships	9%
Industry Outlook	5%
Negative Perceptions From Friends/Family	2%





Health & Wellness

• Most impactful events from the past year

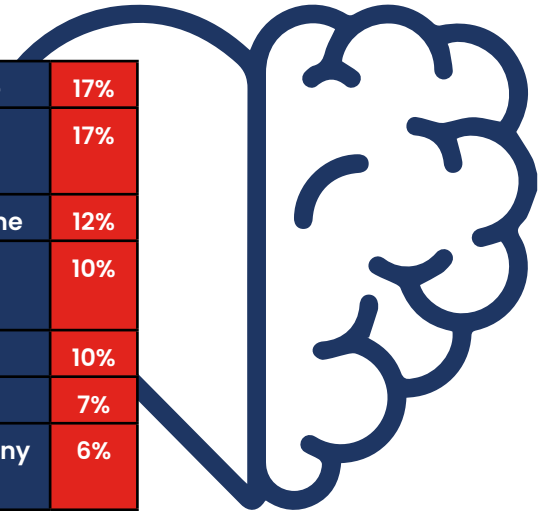
Drivers have made it clear that they want their life and work to be in balance. Therefore, and especially in this day and age, the importance of health and wellness can't be overstated. So, we sought to find out which factors are hitting the workforce harder than others.



• Factors impacting mental health at work



Too Much Overtime	17%
Immediate Boss Or Manager	17%
Not Enough Overtime	12%
Business Under Financial Pressure	10%
Bullying	10%
Colleagues	7%
Content On Company Comms Channels	6%



Reading the Numbers: It's not surprising given what else we've seen in this report, that some of the biggest factors impacting mental health at work are related to work/life balance - too many hours, night shifts, working weekends, COVID-19. Although, with culture and work relationships in the top five as well, managers should take note to evaluate whether their company culture needs a refresh.





Conclusion

It's been a tricky few years for the industry, as it has for most sectors in the UK. Colliding factors such as changing tax laws, Brexit and of course COVID-19 have made it a complicated environment to live and work in.

The big takeaway from this report is that pay isn't everything. While it's certainly a major factor affecting job satisfaction metrics, often the biggest factor, sitting closely behind, is work/life balance. Employees told us time and again, in multiple different ways, that they are looking to find a better balance between their working life and their home life - whether that's because they work too many hours, live too far away from their job, or they want more flexibility in their role.

Managers should take note especially of the number of respondents seriously considering departing the industry. While it's possible to offer pay increases and benefits to woo employees from a competitor, there may be no one to entice if workers intend to retrain and go to another sector. Steps should be taken regarding work/life balance, company culture and management styles to try and improve life within the industry for existing employees, so they don't feel they need to leave.

Thank you again to everyone who helped us create the first-ever QS Recruitment Driver's Pay Guide. We hope that the insights contained in this report have been valuable, and have given you guidance on how you might be able to improve your business.

Wage Index

• Overall

Role	Median Rate
7.5 Ton Driver	£12.00
HGV 1 Driver	£15.00
HGV 2 Driver	£13.00
PCV Driver	£11.00
Refuse Driver	£13.50
Van Driver	£10.00

• Leicestershire

Role	Median Rate
7.5 Ton Driver	£14.00
HGV 1 Driver	£13.00
HGV 2 Driver	£13.00
Van Driver	£10.00

• Lincolnshire

Role	Median Rate
7.5 Ton Driver	£11.00
HGV 1 Driver	£13.00
HGV 2 Driver	£12.00
PCV Driver	£11.00
Van Driver	£10.00

• Nottinghamshire

Role	Median Rate
7.5 Ton Driver	£12.50
HGV 1 Driver	£14.50
HGV 2 Driver	£13.00
PCV Driver	£13.00
Refuse Driver	£13.00
Van Driver	£10.00

• South Yorkshire

Role	Median Rate
7.5 Ton Driver	£10.00
HGV 1 Driver	£15.00
HGV 2 Driver	£12.00
PCV Driver	£11.00
Refuse Driver	£14.00
Van Driver	£10.50

• Staffordshire

Role	Median Rate
7.5 Ton Driver	£11.50
HGV 1 Driver	£15.00
HGV 2 Driver	£13.00
PCV Driver	£9.00
Van Driver	£12.50

• Warwickshire

Role	Median Rate
7.5 Ton Driver	£13.00
HGV 1 Driver	£15.50
HGV 2 Driver	£13.00
PCV Driver	£11.00
Van Driver	£10.50

• Location unspecified

Role	Median Rate
7.5 Ton Driver	£10.50
HGV 1 Driver	£15.00
HGV 2 Driver	£12.50
PCV Driver	£11.00
Van Driver	£10.00

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