

# DRIVER RECRUITMENT AND RETENTION POLICY

## Introduction

The purpose of this policy is to ensure that the company has developed and implemented a plan for the recruitment of drivers and development of people within the industry. As part of the company's continuous improvement principles and commitment to customer service, L Lynch Plant Hire and Haulage Ltd aims to ensure that it is attracting, and retaining, new or inexperienced drivers into the industry.

## Background

A lack of truck drivers has long been an issue for UK businesses as the popularity of the profession has decreased among British workers. In 2016 the problem has worsened, with 83 per cent of recruitment firms supplying temporary drivers to supermarkets and retailers saying they anticipate driver shortages being a "significant problem".

The number of HGV drivers out of work in September 2016 was at its lowest since ONS began collecting data in 2005, with just 520 drivers in the UK claiming job seekers allowance. Figures from the Freight Transport Association published November 2016 calculated that nearly 35,000 additional lorry drivers were needed.

Some in the industry say the shortage is being exacerbated by eastern European lorry drivers returning home. According to the FTA, 10% of lorry drivers in the UK are EU nationals. Poland's largest human resources company says the UK is becoming a less popular destination for Polish workers. In a recent survey of 1,000 Polish jobseekers, 14% said they were aiming to work in the UK, down from 30% in 2015.

Others argue that longstanding structural problems are to blame for the acute shortage of lorry drivers this year, citing the high cost of HGV licences, the often-difficult working environment and potential recruits being attracted by other employment opportunities, including van driving (**Source: FT 10/12/2016**).

Further numbers of existing drivers are leaving the industry as they do not want to undertake their 35 hours Driver Qualification training (or Periodic Training) prior to the expiry date for drivers with grandfather rights on 19/09/2019.

## Specific Aims

As a result of the above, L Lynch Plant Hire & Haulage Ltd has recognised that it needs to take steps to encourage new and inexperienced drivers into the industry. The company has also recognised that without developing a proactive approach to the recruitment and development of new or inexperienced drivers it risks business growth and reputation. A number of measures have been identified and are communicated as part of this policy. The company expects these measures to yield a steady growth in its driver pool.

### The key objectives of the Driver Recruitment Policy are to:

- To promote a culture of continued professional development within its existing employees through:
  - Promoting a 'Worker to Wheels' initiative
  - Sponsoring existing drivers to move from category B to category C1
  - Sponsoring existing drivers to move from category C1 to category C

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- Sponsoring existing drivers to move from category C to category CE
- Make it possible for drivers under 25 with the relevant entitlements, to drive vehicles that they may be excluded from due to insurance conditions;
- Looking at the effectiveness of Driver Apprenticeship schemes;
- Recruiting former members of the armed forces.

The results of this policy will be monitored and reviewed periodically to ensure maximum effectiveness.

Senior management will:

- Publish the Driver Recruitment Policy and ensure it is effectively communicated to all managerial and driving staff;
- Ensure that the Driver Recruitment Policy is communicated to all external stakeholders and other interested parties;
- Ensure that any related policies, driver training, education campaigns and disciplinary procedures are consistent with this policy;

through:

- Working with existing drivers to upgrade their licence from category C to category CE;
- Working with drivers to obtain additional qualifications e.g. A50, A68;
- Investigating and implementing alternative sources of driver recruitment e.g. from outside the driving industry;
- Mentoring new drivers with our Driver Development Supervisor;
- Designing training agreements to support drivers with the cost of training by encouraging them to remain employed at Lynch rather than taking their skills to other companies;
- Staff wellbeing schemes such as flu jab, eyecare vouchers, gym membership contributions, mental health support and social events;
- Driver bonus schemes such as monthly accident free bonus, monthly driver efficiency league with a bonus for the top driver.

This policy will be communicated to all employees and organisations working on our behalf and displayed at our offices and on our intranet. This policy is available to defined interested parties.

This policy will be reviewed annually or sooner by senior management to ensure its suitability. Where necessary it will be amended, reissued, and communicated to all employees and people working on its behalf.



Rob Lynch  
Joint Managing Director

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