

# Responding to the Driver Shortage

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# 2020 and the 'Perfect Storm'

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- **Labour supply impacted by a number of well publicised reasons:**
  - Brexit impedes the flow of migrant workers
  - The introduction of IR35
  - Current professional driver population opting to leave/retire (+100k in five years)
  - Small uptake of new entrants into the sector – not an appealing career path
  - +100k driver shortfall
  - Amenities for drivers is sub-standard
- **COVID-19**
  - Sickness levels increase due to the infection rates
  - High number of isolation cases
  - 'Pingdemic' affects large groups in depots and central service function
- **Demand increases due to increased levels of online ordering and reallocation of spend towards home and gardens instead of holidays and nights out**



# 2020 and the 'Perfect Storm'

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- **Supply chain and impact of COVID on plans across the industry for 2021 –**
  - Driver availability
  - Training of new and different recruitment methods
  - Pay, reward and retention strategies – so many sign on bonuses...
  - Warehouse to wheels, office to wheels
  - Academy and training
  - Fleet mix – different kit in differing parts of the country
- **Central services aligned to get best value out of one team and roll out best practice**
- **External suppliers and partners**

