



Comité National Routier



EUROPE STUDIES

The Dutch road freight transport sector in 2019



Comité national routier

in partnership with
Conseil, Énergie et Transports

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THE DUTCH ROAD FREIGHT TRANSPORT SECTOR IN 2019

Following on the Dutch RFT sector monograph published in 2016,
this 2019 study aims to update the flag's activity statistics as well as
the standard operating conditions and costs of a 40-tonne HGV operating internationally.

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ABSTRACT

The Dutch RFT sector is marked by a strong specialization of its companies: logistics, containers, multimodal transport. This focus on specialization allows it to maintain an international activity representing half of the total activity of the flag. Dutch companies also stand out for their high productivity, around 50 extra hours per month on average for a Dutch driver working internationally. A trend that remains essentially the same as in 2016, the date of the previous CNR study on this flag. Important development to highlight: the increase in the total cost of a driver of + 3%/year on average between 2016 and 2019, for a total cost of € 67,574/year in 2019. The new collective agreement (CAO) 2017 -2019 introduces an increase in the legal minima (gross basic salary, overtime, travel allowances) but also a new classification of Dutch drivers with the addition of an extra grade. The driver cost is not the only one to have experienced inflation since 2016. The toll cost increased by + 31% compared to 2016, mainly due to a general increase in tolls in Europe and the changeover of Belgium to the kilometer tax. The cost of owning a vehicle is also affected, + 22.5% compared to 2016. In the end, the cost price, excluding structural costs, of a Dutch 40-tonne heavy goods vehicle operating internationally increases, according to CNR calculations, from € 1.09/km in 2016 to € 1.18/km in 2019, rising more than 8%.

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1. OVERVIEW OF DUTCH ROAD FREIGHT TRANSPORT

1.1. THE DUTCH RFT SECTOR IN 2018 - KEY DATA

STRUCTURE OF THE DUTCH RFT SECTOR IN 2018

Structure of the Dutch RFT sector in 2018

2018	Goods transported	Tonne-kilometres achieved		Average distance	Vehicle-kilometres achieved
	thousand tonnes	million t.km	%	km	million vehicle.km
TOTAL	680,065	68,876	100.0%	101	5,438
Domestic transport	547,241	34,295	49.8%	63	3,018
International transport	132,823	34,581	50.2%	260	443
<i>International transport of goods loaded in the Netherlands</i>	58,425	16,773	24.4%	287	147
<i>International transport of goods unloaded in the Netherlands</i>	47,886	12,010	17.4%	251	843
<i>Cross-trade</i>	9,176	3,848	5.6%	419	142
<i>Cabotage</i>	17,336	1,951	2.8%	113	168

Source : Eurostat

A little more than half of the activity of the Dutch RFT sector is international. International activity is concentrated mainly in neighbouring countries, namely Germany, Belgium and France. The average distances, given in kilometres, confirm the local nature of this transport. The proximity of loading and unloading sites, the high level of port and waterway activity, as well as the size of the country, explain these figures.

EVOLUTION OF THE DUTCH RFT SECTOR

Evolution of the Dutch RFT sector in million tonne-kilometres

Million tonne-kilometres	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	AAGR*
TOTAL	78,159	72,675	76,836	75,543	70,085	72,081	72,338	68,900	67,779	67,533	68,876	-1.26%
Domestic transport	32,009	31,337	30,064	30,325	28,695	32,299	32,253	32,170	34,053	33,162	34,295	0.69%
International transport	46,150	41,338	46,773	45,218	41,390	39,782	40,085	36,731	33,726	34,371	34,581	-2.84%

Source : Eurostat

*Average annual growth rate

In the space of 10 years, between 2008 and 2018, domestic activity remained stable, increasing slightly by almost 0.7% per year on average. As for international activity, it recorded an average decline of -2.84% per year over the same period. In order to sustain international activity, Dutch hauliers have opted for market specialisation (logistics, containers, and multimodal transport).

CABOTAGE

Cabotage in the Netherlands

Million tonne-kilometres	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	AAGR
Cabotage in the Netherlands	450	419	554	496	501	567	767	727	1,055	895	801	5.94%
Penetration rate of cabotage*	1.39%	1.32%	1.81%	1.61%	1.72%	1.73%	2.32%	2.21%	3.01%	2.63%	2.28%	-
Market share of cabotage**	1.74%	1.73%	2.26%	2.03%	2.19%	2.21%	2.95%	2.79%	3.68%	3.17%	2.76%	-

Source : Eurostat

AAGR: Average annual growth rate

*cabotage under foreign flag / total domestic transport (total domestic transport = total domestic transport + cabotage under foreign flag)

**cabotage under foreign flag / (domestic transport for hire or reward of the country + cabotage under foreign flag)

Cabotage carried out in the Netherlands increased over these 10 years, from 450 million tonne-kilometres in 2008 to 801 million tonne-kilometres in 2018, i.e. an average annual growth rate of nearly 6% per year. However, it remains marginal compared to the overall national activity in the Netherlands.

Cabotage under Dutch flag in the 4 main "cabotaged" countries

Million tonne-kilometres	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	AAGR*
Cabotage under Dutch flag	2,563	2,266	2,720	2,550	2,509	2,570	2,429	2,275	1,962	1,958	1,951	-2.69%
<i>in Germany</i>	1,017	1,063	1,168	1,242	1,147	1,449	1,196	1,139	962	960	1,019	0.02%
<i>in Belgium</i>	383	332	533	435	523	499	474	562	552	561	528	3.26%
<i>in France</i>	339	266	291	195	191	217	246	230	195	193	159	-7.29%
<i>in Italy</i>	55	110	96	88	101	71	112	17	11	13	14	-12.79%
Share of cabotage in Dutch transport %	3.28	3.12	3.54	3.38	3.58	3.57	3.36	3.30	2.89	2.90	2.83	-

Source: Eurostat

AAGR: Average annual growth rate

Dutch cabotage remains negligible and mainly involves Germany, Belgium and France. More than half of Dutch cabotage is performed in Germany.

1.2. FISCAL AND SOCIAL DEVELOPMENTS IN THE DUTCH RFT SECTOR

NOTE ON SPECIFIC TAXATION APPLICABLE TO THE RFT SECTOR

Motor Vehicles Tax (Motorrijtuigenbelasting vrachtauto)

In 2019, the motor vehicles tax (or the axle tax) amounted to €840/year, i.e. €210/quarter for a semi-trailer truck weighing 40 tonnes or more, with 4 axles or more, and with pneumatic suspension.

Companies using 25.25-metre-long vehicles must pay an additional tax of €155 per year per vehicle to be able to use the country's road network.

Eurovignette

With the departure of Belgium from the Eurovignette system, the Netherlands is one of the 4 remaining countries – along with Luxembourg, Sweden and Denmark – still applying the Eurovignette. This concerns vehicles used for road freight transport with an MAM of more than 12 tonnes. The amount of the Eurovignette is calculated based on the number of axles and the Euro emission standards. As of 1 January 2020, it was €1,250/year for a 5-axle Euro VI semi-trailer truck.

Excise duty on commercial diesel fuel

In accordance with Directive 92/12/EC and 2008/118/EC, the Netherlands have instituted an excise duty system.

As of 2 March 2020, the excise duty on diesel was €51.16/hl. This is the second highest rate in Europe, behind Ireland. It is worth noting that there is no mechanism for the partial refund of excise duties on commercial diesel in the Netherlands.

NOTE ON LABOUR REGULATIONS APPLICABLE TO ROAD FREIGHT TRANSPORT

Social dialogue

The Dutch RFT sector is governed by a collective agreement, or CAO. It is renegotiated every two or three years between the TLN federation of hauliers and the trade unions: CNR Vakmensen, FNV and De Unie. The agreement in force at the time of the study covered the period from 1 January 2017 to 1 January 2020.

The collective agreement is based on a grid ranging from class A to class H. For each of the six or seven grades that make up a class it specifies the gross weekly, monthly and hourly rates of pay as well as the weightings to be applied for overtime. Classes D and E are the most common when it comes to long-distance lorry drivers. Advancement through the grades in each class reflects the driver's seniority in the profession. Drivers move up one grade per full year of work until they reach the ceiling of the class, i.e. D6 or E7. Based on interviews with companies and Dutch lorry drivers, a "standard" international driver tends to be a D6.

Pay rates

Pay of D grade drivers (amounts in euros) as of 1 January 2019

Grade	Daily	4 weeks	Monthly	Hourly	130%	150%
D 0	485.47	1,941.88	2,110.82	12.14	15.78	18.21
D 1	504.89	2,019.56	2,195.26	12.62	16.41	18.93
D 2	525.09	2,100.36	2,283.09	13.13	17.07	19.70
D 3	546.09	2,184.36	2,374.40	13.65	17.75	20.48
D 4	567.65	2,271.72	2,469.36	14.20	18.46	21.30
D 5	590.65	2,362.60	2,568.15	14.77	19.20	22.16
D 6	614.28	2,457.12	2,670.89	15.36	19.97	23.04

Source: CAO, TLN

The gross monthly salary for a D6 grade driver is €2,670.89, excluding overtime.

Pay of E grade drivers (amounts in euros) as of 1 January 2019

Grade	Daily	4 weeks	Monthly	Hourly	130%	150%
E 0	509.18	2,036.72	2,213.91	12.73	16.55	19.10
E 1	529.55	2,118.20	2,302.48	13.24	17.21	19.86
E 2	550.73	2,202.92	2,394.57	13.77	17.90	20.66
E 3	572.76	2,291.04	2,490.36	14.32	18.62	21.48
E 4	595.67	2,382.68	2,589.97	14.89	19.36	22.34
E 5	619.50	2,478.00	2,693.59	15.49	20.14	23.24
E 6	644.28	2,577.12	2,801.33	16.11	20.94	24.17
E 7	670.05	2,680.20	2,913.38	16.75	21.78	25.13

Source: CAO, TLN

Overtime

Overtime is defined as any time worked in excess of 40 hours per week, not including Saturdays, Sundays and public holidays. This time is paid at 30% above the hourly wage. It must be paid, at the latest, in the payroll covering the period immediately following the one in which it was performed. There is a cap on overtime, which can vary, depending on certain conditions, between 220 hours and 240 hours per year. Beyond this cap, overtime is compensated in kind and entitles drivers to equivalent amounts of time off. These time off must be taken during the twelve weeks following the period in which the overtime was performed. Overtime is subject to social contributions deductions and is not tax-exempt.

Work on weekends and public holidays

Hours worked on a weekend or public holiday are subject to a 50% bonus for Saturdays and a 100% bonus for Sundays.¹

For work carried out on a public holiday, with the exception of Sundays, employees are paid for the hours worked. By way of additional remuneration, the employee may choose between:

- A day off to be decided upon in consultation with the employer. This day off must be taken within eight weeks. For wage calculation purposes, this day of compensatory rest counts as eight hours of work.
- A 100% increase in the hourly salary.

In addition, employees must receive thirteen full weekends off in each half of the year.

Night work

As of 1 January 2017, the hours worked between 8 p.m. and 4 a.m. are considered as night work.² Each hour of night work gives rise to a payment of €2.66. Moreover, since 1 July 2017, an additional allowance of 19% of the hourly wage has been granted for night work between 9 p.m. and 5 a.m., from Monday through Sunday.³

¹ Article 33 concerning compensation of hours worked on Saturdays, Sundays and public holidays (see CAO, page 42).

² Article 37, paragraph 1a) of the collective agreement (see CAO, page 44).

³ Ibid.

Travel allowances

The allowance scales distinguish between trips made within a period of less than 24 hours and trips made over several days.

Day trips

As of 1 January 2019, trips of less than 4 hours are not subject to any compensation. Beyond 4 hours, compensation of €0.63/hour is paid for all hours worked. Hours worked between 6 p.m. and midnight are paid at a rate of €2.90. Finally, if the trip exceeds 12 hours, a bonus of €12.10 is paid in addition to the hourly allowances, which amounts to €19.66 = (12*0.63) + €12.10.

Trips lasting several days

For long trips, regardless of the destination, in 2019 drivers received a daily allowance of €50.16 compared with €46.10 in 2016, i.e. an average annual increase of 2.9%/year over 3 years. This allowance does not apply to days of departure and return, to which the previous rule applies. Travel allowances are not subject to any deductions.

Social security contributions

Personal taxation in the Netherlands has certain distinctive features. Social protection is financed by three separate contributions whose rates and bases for calculation differ.

All tax residents in the Netherlands are required to pay social security contributions, called “national insurance” (*volksverzekeringen*), whose rates are fixed. These contributions apply to all types of income of tax residents and entitle them to certain basic public services such as health care or old-age pensions.

Employees also benefit from a wider form of coverage, known as the employee social scheme (*werknemersverzekering*), which is funded by social contributions based on their gross salary.

In addition to direct contributions on personal income, there is income tax, the rate of which varies according to the origin of the income in question. A progressive scale is applied to net income after payment of social security contributions and national insurance (see page 8).

National insurance

National insurance deductions have remained unchanged at 27.65% and include the following benefits:

- AOW (general law on old-age pensions): 17.90%
- ANW (general law on survivors): 0.10%
- WIZ (long-term care law): 9.65%

As a reminder, national insurance is deducted from net salary before tax, i.e. after social security contributions have been deducted.

National insurance as of 1 January 2019	Employer	Employee
Old-age pension (AOW)	0.00%	17.90%
Survivors' insurance (ANW)	0.00%	0.10%
Exceptional medical expenses (WLZ)	0.00%	9.65%

Source: TLN

Social security contributions applicable to driving personnel

Social contributions applicable to driving staff as of 1 January 2019	Employer	Employee
Health care (ZVW)	6.770%	0.000%
Health care (supplementary)	0.180%	0.000%
Disability (WAO, WIA)	6.960%	0.600%
Supplementary disability (WGA)	0.380%	0.380%
Childcare expenses	0.500%	0.000%
Unemployment (general fund + supplementary)	3.830%	0.000%
Retirement (sector fund)	19.840%	10.160%
Training and development	0.615%	0.250%
Total	39.075%	11.390%

Source: TLN and Cleiss

Income tax

The main components of income tax in the Netherlands are as follows:

- Withholding tax.
- Taxation by individual and not by household.
- Income distribution in three “boxes” (see below).
- For employees, tax is calculated on net salary after payment of social security contributions and national insurance.

The three boxes :

- Box 1 applies to income from work and property. The rate is progressive, as set out below.
- Box 2 refers to taxable income from an equity investment. The flat rate is 25%.
- Box 3 involves savings and investment income. A flat tax rate of 30% is applied to income from savings and investments. The value of assets is calculated once a year, on 1 January of each year.⁴

Summary table of 2019 income tax

Taxable income		Tax rate per bracket	National insurance	Total rate	Total per bracket	Cumulative
From	To	%	%	%	€	€
€ 0	€ 20,384	9.00%	27.65%	36.65%	7,471	7,471
€ 20,384	€ 34,300	10.45%	27.65%	38.10%	5,302	12,773
€ 34,300	€ 68,507	38.10%	-	38.10%	13,032	25,805
€ 68,507	-	51.75%	-	51.75%	-	

Source: Dutch ministry of finance

⁴ <https://home.kpmg/xx/en/home/insights/2011/12/Netherlands-income-tax.html>

2. STUDY OF THE OPERATING CONDITIONS AND COSTS FOR A 40-TONNE DUTCH HGV OPERATING INTERNATIONALLY

This part of the study describes the economic and social conditions prevailing in 2019, at the time this updated study was conducted. In carrying out this study, the CNR has drawn on a research focused primarily on the fiscal and social aspects of the RFT sector, as well as on previous CNR studies of the country. Feedback from the experts with whom the CNR collaborates and interviews with professional federations are used to provide an overview of the Dutch RFT sector’s international operations and to highlight the main developments observed since the last study. This research and process of dialogue are further backed up by interviews with Dutch hauliers and lorry drivers (see below and page 18). All the figures eventually adopted by the CNR in order to construct the standard profile represent the best expert appraisal of this set of data sources.

2.1. OPERATING CONDITIONS AND COSTS FOR COMPANIES

This section is mainly based on face-to-face interviews with 10 Dutch road freight transport companies involved in long-distance transport operations, mainly internationally. 9 interviews made it possible to collect useful data. The companies included in this study have the following characteristics:

	Number of tractors	Principal markets	Number of drivers	Turnover
Company 1	13	Benelux, Portugal, Spain, Germany, Switzerland, Italy	13	€ 1,500,000
Company 2	32	Germany, France, Benelux	42	€ 18,000,000
Company 3	22	Germany, Belgium, the United Kingdom	22	€ 15,000,000
Company 4	31	France, Germany, Spain	41	€ 51,236,000
Company 5	9	France	9	€ 8,900,000
Company 6	115	France	115	€ 43,000,000
Company 7	330	France, Germany Benelux	330	€ 56,000,000
Company 8	13	Germany, Belgium, France, the United Kingdom, Spain, Portugal	15	€ 4,300,000
Company 9	300	Europe	300	€ 180,000,000

The companies visited for this study are extremely diverse in terms of their size and structure. They are all specialised in international RFT. Their commercial strength lies in their full-service offering, which includes forwarding imported goods, administrative tasks, logistics and a to-the-doorstep transport service. These services enable them to charge higher prices. Some large companies have also set up subsidiaries in France, Belgium and Eastern European countries.

To enable a comparison with the data from other CNR country studies, only companies whose main activity is international long-distance freight transport have been selected. Their long-distance international transport operations are often combined with other more specific activities or with regional transport.

The CNR is hereby reporting the results of these interviews, which have no statistical value. However, they do shed light on figures and information obtained elsewhere. Ultimately, the CNR uses figures based on expert opinion to establish the costs and operating conditions that pertain for a “standard” HGV operating internationally.

VEHICLES

Vehicle use depends on the characteristics of the customer and the market in which the company specializes. This is particularly true for the Dutch RFT sector, where hauliers opt for specialisation in order to stand out in the European market (multimodal transport, tankers, container trucks, etc.).

The number of days vehicles are operated varies between 240 and 270 days, or, in some exceptional cases, 286 days, with a clustering around 251 days per year.

The average annual mileage travelled by the vehicles of the hauliers we met with is between 85,000 and 175,000 km, with a clustering around 129,200 km per year. The Dutch RFT sector is thus characterised by high productivity, as previously noted in the 2016 study. This trend is continuing. The length of time vehicles are kept ranges between 5 and 10 years, with a clustering around 8 years for the vast majority of companies surveyed. Vehicles are often acquired via 60-month leasing contract and kept for an additional 3 years after the end of the contract.

The tractor/semi-trailer ratio reported in the course of company surveys remains high. It is 1.35.

EQUIPMENT

The average purchase price of a Euro VI tractor established based on interviews with Dutch hauliers is between €79,000 and €90,000, with a clustering around €88,000. The purchase price of a semi-trailer is estimated at €27,000. Companies seem to mainly use leasing over periods ranging from 60 to 84 months, most of them opting for 60-month contacts.

In addition, some companies prefer 60-month bank loans. Only one in 10 companies we visited uses vehicle rental.

The period for which a tractor is kept is between 7 and 8 years, and between 10 and 15 years for semi-trailers, with the average being almost 12 years.

Data on interest rates (estimated at 1%) and leasing contract conditions allow the annual cost of owning a 40-tonne semi-trailer truck to be calculated. It is nearly €15,252, with a ratio of semi-trailer/tractor of 1.35.

FUEL

The average fuel consumption of the companies visited is around 28.8 litres per 100 km.

In terms of purchasing fuel, carriers adopt different strategies.

Some Dutch hauliers have a fuel tank. They fill all their vehicles using this tank. However, fuel tanks remain rare among Dutch companies. The regulations on land use and environmental measures prevent them from installing fuel tanks on their premises. Those hauliers with a fuel tank thus owned it before these measures were introduced.

As for the other hauliers, the majority choose to buy fuel at the pump abroad, particularly in Belgium where fuel prices are lower and where a partial excise duty rebate on commercial diesel applies. As a consequence, companies fill up mainly in Belgium (70%) and the Netherlands (30%). Based on European Commission publications, the average fuel price in the Netherlands in 2019 was €1.1211/litre, compared with €0.9400/litre in Belgium (after partial refund of excise duties).

Based on the fuel shopping basket calculated by the CNR (using information provided by companies), the average price of one litre of fuel is €0.9943.

MAINTENANCE & REPAIRS

Half of the companies visited have an in-house garage. As for the others, they entrust the maintenance of their fleets to their local dealership, often on a contract basis. The annual cost of maintenance-repairs for a 40-tonne semi-trailer truck is estimated to be €7,980/year. It has changed little since the

study carried out by CNR in 2016. As a reminder, the annual estimated amount at the time was €7,299 per vehicle.

TYRES

The annual cost of tyres ranges widely, from €2,170 to €4,500. This cost item varies greatly depending on the method of purchase of the vehicles (with or without a tyre contract), but also depending on the mileage and the loads transported. Moreover, more than half of the hauliers surveyed use external contracts to maintain the tyres of their fleets.

As reported by the Dutch hauliers, the annual cost of tyres for a 40-tonne semi-trailer truck is estimated at €3,130.

TOLLS

The tolls borne by Dutch carriers depend greatly on the location of their customers. A company whose main markets are in the Benelux may spend as little as €4,000 a year on tolls, while another company that travels frequently to France, Germany, the UK and Spain could find themselves spending more than €19,000 on this cost item.

According to CNR calculations, the cost of tolls is around €11,550 per year per vehicle based on a mixture of short- and medium-distance international trips. This amount also includes the Eurovignette applicable in the Netherlands, i.e. €1,250 per year per vehicle, which applies to Euro VI tractors.

This cost item has increased since the 2016 CNR study. The amount at that time was around €8,800 for a 40-tonne heavy goods vehicle. It is worth recalling a few recent developments in this regard. The increase in the Maut (German toll per kilometre) and Belgium's switch to a mileage-based tax may have led to the increase in this cost item.

INSURANCE

The amounts reported by hauliers vary widely, ranging from €2,160 (per year, per vehicle) to €4,000 (per year, per vehicle). All the companies we visited had opted for comprehensive insurance, with the exception of one which has third-party insurance for its semi-trailers.

The figure used by the CNR – €3,000 per year for a 40-tonne semi-trailer truck with comprehensive insurance – is similar to the amount recorded in the 2016 study, i.e. €2,800 per year, per vehicle.

AXLE TAX AND OTHER VEHICLE TAXES

This amounts to €840/year for a 40-tonne, 5-axle Euro VI semi-trailer truck with pneumatic suspension.

STRUCTURAL COSTS

Information on structural costs is often difficult to collect. How they are calculated differs from one company to another. Some take into account the cost of the in-house garage, while others include in their calculations the cost of ancillary activities such as logistics. The professionals we met on-site estimated this cost at between 8 and 12% of the total cost of the vehicle.

2.2. EMPLOYMENT CONDITIONS AND DRIVER EMPLOYMENT COSTS

Employment conditions and driver pay in the Netherlands were observed during two phases of interviews: a first phase in companies with employers; and a second phase, involving face-to-face interviews with drivers in car parks and rest stops near Breda, on the Dutch-Belgian border. During this second phase, around twenty drivers, employees with Dutch contracts, volunteered to be interviewed about their working conditions and pay.

Based on an analysis of these sources and a review of the literature, the CNR has produced a standard profile (in terms of employment conditions and pay) of an RFT driver with a Dutch contract working internationally.

WORKING CONDITIONS

Permanent contracts are the most common form of employment contract in the sector. Dutch hauliers sometimes use fixed-term contracts (two-month contracts, with a single renewal) to extend drivers' trial periods, which are meant to last for two months under permanent contracts. Collective agreements are widespread in the profession (CAO). The driver grades most frequently encountered in the companies surveyed are D6 and E7. However, D6 drivers (minimum 6 years of professional experience) are more common. Consequently, it is being used as a benchmark in order to determine the cost of a driver with a Dutch contract. The minimum monthly salary for this grade is €2,670.89 gross. The payment of bonuses remains rare, as in 2016.

The number of working hours per month is slightly higher than 230 hours, and the maximum is 260 hours. The number of working days per year is 227 days, ranging from 220 days to 240 days. The number of annual leave days is 26.80 per year. It is worth noting that the number of leave days depends in particular on the seniority of the driver. An international, category D, long-distance driver, is thus entitled to a minimum of 24 days of leave. In the case of more seasoned drivers, these can amount to 28 or 30 days. This is the case for some drivers surveyed who had more than 20 years of seniority. Some companies also grant an additional day, commonly referred to as "the boss's day".

Also, based on interviews with drivers and companies, paid leave is estimated by the CNR to be 25 days per year in the case of a D6 driver with 10 years of seniority.

In terms of their schedule, Dutch drivers assigned to international duties form generally spend three nights away from home per week, and the vast majority of them go home at weekends.

Finally, the average mileage that emerges from company surveys is almost 117,700 km per year. Meanwhile, drivers report driving nearly 119,200 km annually. The average used in this updated study is 118,500 km per year. The ratio of driving time to working time is nearly 70%, down from 2016. This can be explained by longer waiting times, as well as longer loading and unloading times related to the nature of their work.

The driver/tractor ratio was 1.09.

NOTE ON DRIVING PERSONNEL COST FORMATION

International driver pay

Drivers are paid in accordance with the collective agreement and based on their grade, which depends on their seniority in the profession. Most of the drivers surveyed are at grade D6, which is reached after 6 years of service. Accordingly, they are paid €2,670.89 gross plus overtime, which is paid an increased initial rate of 130%, and then at 150% beyond a certain threshold and for work on Saturdays. Overtime hours in companies are between 50 and 70 hours per month. The number of overtime hours

adopted by the CNR to construct the standard driver profile is 56 hours. The average seniority, as noted during interviews with Dutch drivers and based on information provided by the companies, is 10 years. Therefore, as noted in 2016, seniority remains high in the Netherlands.

Salaries, including travel allowances, are paid on a monthly basis. However, some drivers have indicated that they are paid on a four-week basis, which means they receive a top-up payment equivalent to 8% of their gross salary. Other bonuses are rare.

Based on the information provided both by the drivers interviewed and by the companies, the CNR has calculated the monthly amount of travel allowances. This amount is based on the standard case of an international driver working a 5-day week divided up as follows: 10 hours of short trips on Monday, followed by a 4-day international trip involving 3 nights away from home. The calculation is as follows:

Monday	Tuesday	Wednesday	Thursday	Friday
10 hours (7 am -5 pm)	Day of departure	Intermediate day	Intermediate day	Final day
Allowance: € 0.63/h	More than 12 hours of work	Allowance for long trips	Allowance for long trips	10 hours (6 am - 4 pm) Allowance: € 1.28/h
€ 6.30	€ 27.46	€ 50.16	€ 50.16	€ 12.80

The amount of compensation for this typical week is €146.88, i.e. €6,668.35 over a period of 45.4 weeks (33 days not worked).

STANDARD PROFILE OF A DRIVER WITH A DUTCH CONTRACT WORKING INTERNATIONALLY AND BREAKDOWN OF HIS COST


Standard profile of an international Dutch driver - the Netherlands- 2019					
Characteristics		<ul style="list-style-type: none"> - Driver working 80% of his time internationally - International trips of short distance - 3 nights away from home per week - Systematic return to base for weekends - D6 grade according to the collective agreement - Remuneration respecting the provisions of the collective agreement - Travel allowances calculated according to conventional rates - Service time exceeding 230 hours per month - Some contribution rates are specific to RFT (unemployment, retirement, disability) - High seniority 			
Annual mileage achieved		118,500 km			
Number of actual working days per year		227			
Number of working weeks per year		45.4			
Number of driving hours per year		1,938			
Breakdown of the cost of a standard Dutch driver in 2019					
Official presentation on pay slips					
EMPLOYER			EMPLOYEE		
Gross salary	Unit	€ 3,789.21	Gross salary	Unit	€ 3,789.21
Fixed gross salary		€ 2,670.89	Fixed gross salary		€ 2,670.89
Overtime (€ 19,97 per hour)	56 hours	€ 1,118.32	Overtime (€ 19,97 per hour)	56 hours	€ 1,118.32
Social contributions	39.075%	€ 1,480.63	Social contributions	11.385%	€ 431.40
Health care (ZVW)	6.770%	€ 256.53	Health care (ZVW)	0.000%	€ 0.00
Health care (supplementary)	0.180%	€ 6.82	Health care (supplementary)	0.000%	€ 0.00
Disability (WAO, WIA)	6.960%	€ 263.73	Disability (WAO, WIA)	0.600%	€ 22.74
Supplementary disability (WGA)	0.380%	€ 14.40	Supplementary disability (WGA)	0.380%	€ 14.40
Childcare expenses	0.500%	€ 18.95	Childcare expenses	0.000%	€ 0.00
Unemployment (general fund + supplementary)	3.830%	€ 145.13	Unemployment (general fund + supplementary)	0.000%	€ 0.00
Retirement (sector fund)	19.840%	€ 751.78	Retirement (sector fund)	10.160%	€ 384.98
Training and development	0.615%	€ 23.30	Training and development	0.245%	€ 9.28
			Long illness top-up	0.000%	€ 0.00
			Salary after social contributions		€ 3,357.81
			National insurance	27.650 %	€ 928.43
			Old-age pension (AOW)	17.90%	€ 601.05
			Survivors' insurance (ANW)	0.10%	€ 3.36
			Exceptional medical expenses (WLZ)	9.65%	€ 324.03
Gross salary subject to employer's contributions		€ 5,269.84	Net salary before income tax		€ 2,429.37
			Income tax		€ 227.54
			Net salary after income tax		€ 2,201.83
Travel allowances for an actual working month (for 10,5 months per year)		€ 635.08	Travel allowances for an actual working month (for 10,5 months per year)		€ 635.08
Monthly cost of a driver during a month of full activity		€ 5,904.92	Net salary of a driver for a month of full activity		€ 2,836.92
Breakdown of the annual cost of a standard Dutch driver in 2019					
Fixed gross salary subject to employer's contributions * 12 months		€ 60,905.17	Fixed salary after taxes * 12 months		€ 26,422.01
Travel allowances * 10,5 months		€ 6,668.35	Travel allowances * 10,5 months		€ 6,668.35
Total annual cost		€ 67,573.52	Annual net salary		€ 33,090.36
Cost of one hour of driving in €		€ 34.88	Average monthly net salary		€ 2,757.53
Cost per kilometre in €		€ 0.57			

Source: CNR Europe studies

Based on CNR surveys, driver costs have increased by 9% since 2016. The total annual cost of a driver in 2016 was €61,910, compared with €67,574 in 2019. This rise is explained by the increase in salaries provided for in the updated 2017-2019 collective agreement, which concerned both gross salary and travel allowances. In the space of 3 years, the total annual cost of a category D6 driver increased by +3%/year on average. The number of working days per year and the annual mileage driven by a "standard" driver with a Dutch contract have changed little.

Overall, the cost of an hour of driving rose to €34.88, an increase of more than 10% compared to 2016. As a reminder, the cost recorded by the CNR in 2016 was €31.52/hour.

2.3. OVERVIEW OF THE OPERATING CONDITIONS AND COSTS OF A “STANDARD” INTERNATIONAL HGV

Operating conditions and costs excluding overhead costs, for a 40-tonne HGV operated on long distance international routes, 2019 conditions 		
	unit	the Netherlands <i>Simulation</i>
Yearly mileage of vehicle	km	129,200
Number of operating days	days/year	251
Semitrailer/tractor ratio		1.35
Driver cost	€/year	67,574
Driver/tractor ratio		1.09
Yearly cost of vehicle financing and possession	€/year	15,252
Average consumption per 100 km	litres	28.8
Unit fuel price, 2019 average	€/litre	0.9943
Fuel cost	€/year	36,998
Tyres	€/year	3,130
Maintenance-repair	€/year	7,980
Tolls and vignette	€/year	11,550
Insurance (vehicle)	€/year	3,000
Axle tax and other vehicle taxes	€/year	840
Synthesis- cost price (excluding structural costs)		152,404
Cost/mileage ratio per annum	€/km	1.18

Source : CNR Europe studies

According to CNR calculations, the cost per kilometre of a Dutch 40-tonne heavy goods vehicle used for international long-distance transport, excluding structural costs, is €1.18 compared with €1.09 in 2016, an increase of more than 8% with respect to the last study. This increase is due in particular to a higher annual driver cost (+9%). The other main increases compared with 2016 involve tolls (+31%) and the cost of vehicle ownership (+22.5%).

Ultimately, when structural costs (estimated at around 10% of the total cost) are factored in the cost price in 2019 is estimated at €1.30 per kilometre. This estimate lies squarely within the range indicated by the hauliers we interviewed, i.e. between €1.10/km and €1.50/km.

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Professional organisations

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4. APPENDICES

Appendix: Collective agreement for transport and logistics (CAO) - English