



Association for Public Service Excellence

State of the Market

Transport Seminar 2026

Bonni Jee

Principal Policy Lead





We're your one stop shop, we're owned by you and we're here for you...

Join our network:

Briefings, sharing best-practice, network meetings, the latest policy updates, advocacy, and network queries across our 3,000+ contacts in local government.

Training:

High-quality training courses, including:

- Introduction to Waste Collection & Street Cleansing
- Health and Safety in Waste & Environmental Services
- Carbon Literacy
- ...and many more!

Consultancy and Interim Management:

Providing service specific specialists that can assist with service reviews, transformation, commercialisation and any strategic overview you and your authority might need!

Performance Networks

Analyse key metrics across cost, performance, and productivity. Benchmark your refuse collection with the UK's leading local authority network. Use the LAMS app to carry out real-time street scene and cleanliness inspections

Energy

Climate Change and Energy advice to support your journey to decarbonisation – from depot to fleet decarbonisation, we have it covered.

apse membership resources



apse training



apse solutions



apse performance networks



apse energy





Health & Safety: Working on Highways and Verges

Thursday 22 October, 09:00 – 16:00 (MS Teams)

Principles of Fleet Management

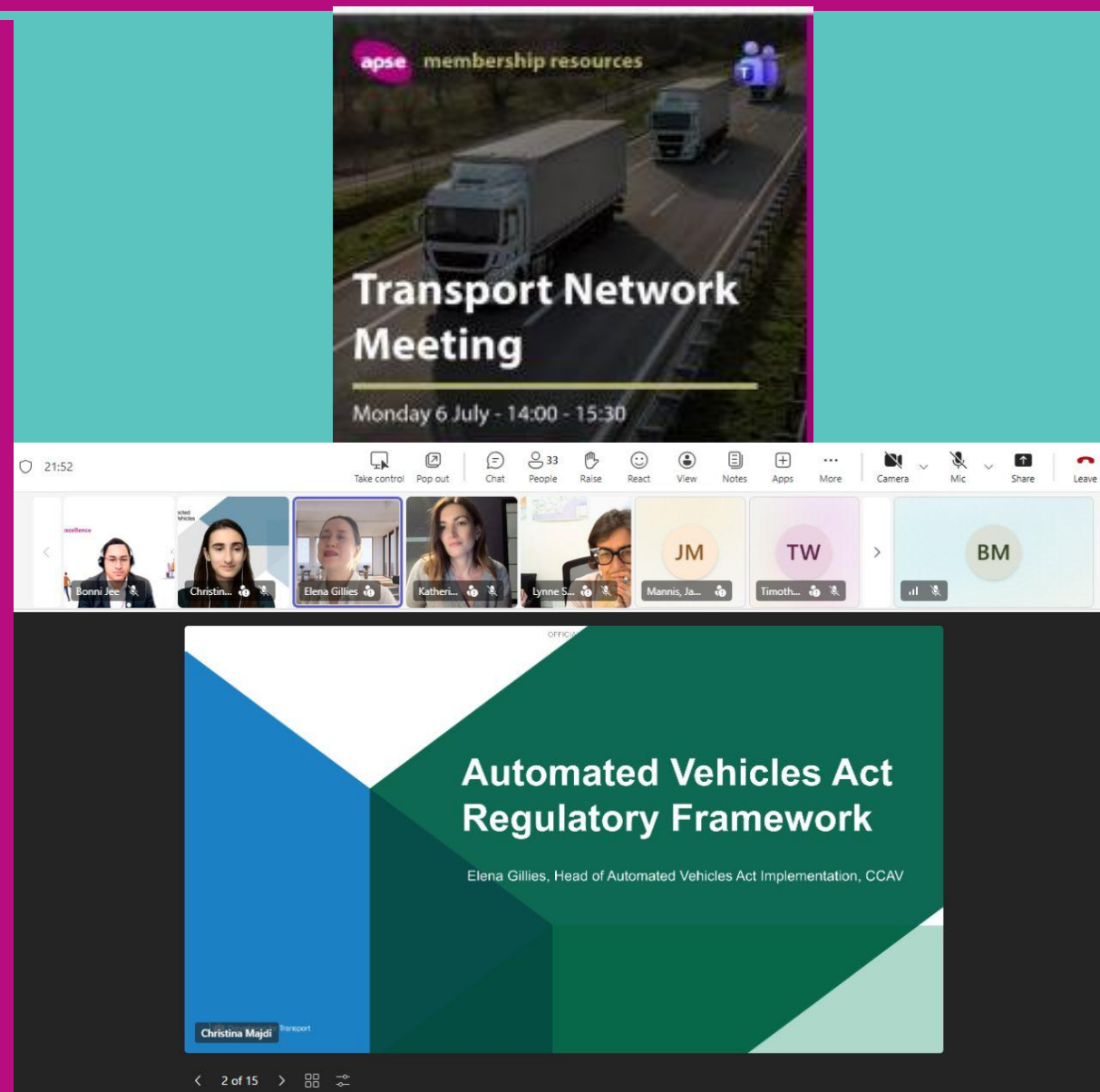
Tuesday 24 November, 10:00 – 16:00 (MS Teams)

For more information on these courses as a bespoke in-house offer, click [here](#) or email training@apse.org.uk.

Scan the QR code to view
our full range of courses
and book your place
today!



- **Transport Network webinar**
 - Award-winning LA Fleet Management and electric food waste fleet – Basildon Council
 - 50 Shades of Grey Fleet with Enterprise
- **Self-driving vehicles with DfT**
- *What would you like to see?*
 - Operational issues and contracts
 - SEND help!
 - O Licensing and compliance
 - Recruitment and retention
 - Decarbonisation and reducing fuel use



In case you missed it...

Check out our new Transport Bulletin!



Introduction



Welcome to the first edition of the APSE Waste Bulletin!

Dedicated to putting together all the sector practice, case studies, upcoming events in one place – we hope you enjoy it, and you are always welcome.

It has been a busy year so far supporting with all the Simpler Recycling changes at various government departments while our own events and attending many others. More about what I have been up to here



Small enough to care. Big enough to dare. Keeping public services moving demands more than a vehicle supplier. It demands a fleet partner that combines personal service with the capability to deliver.

SIXT van & truck specialises in the long-term hire of vans and 4x4s, helping organisations across the UK to keep essential services moving with dependable fleet solutions and a genuinely personal approach to customer service.

Our nationwide capability enables us to support fleets of every size, while our approachable leadership team and dedicated account managers ensure you'll never feel like just another account. Our Managing Director remains accessible because we believe the strongest partnerships are built on accountability, responsiveness and trust.

Trust your fleet with SIXT van & truck
Your partner for every mile.

Learn more: <https://sixtvanandtruck.com/public-sector-fleets/>

BRIEFINGS, POLICY AND RESEARCH



Examining the Impact of the Recent Fuel Price Increases on Local Authority Fleet

APSE conducted a report into the impact of the recent fuel price increases on local authority fleet.

The report examines the impact of the conflict in the Middle East, including fuel procurement, storage, shortages, contingency plans and decarbonisation goals.

[Read our briefing here](#)



Managing Grey Fleet Pressures Through Pool Fleet Solutions

With the recent increase in AMAP rates, local authorities are facing even greater budget pressures when it comes to grey fleet travel and employees using their own vehicles for council business. There are also wider considerations around vehicle tracking, carbon emissions, and ensuring employee vehicles meet required MOT and safety standards.

At the most recent APSE Transport Network meeting, Ryan Bushell from Enterprise shared how pool fleet solutions can help local authorities address these challenges.

[View the meeting slides here](#)

NEWS AND BEST PRACTICE



Case Study: Fleet Decarbonisation at Salford City Council

Hayley Nixon, Strategic Lead at Salford City Council, outlines how the organisation is reshaping its fleet strategy to drive decarbonisation, support innovation, and deliver long term benefits.

[Read the full story here](#)



APSE Associate Bob Bowdler shares his career journey as an interim fleet specialist

APSE Associate and Interim Fleet Manager at Mansfield District Council shares his career journey from HGV apprentice to interim fleet specialist.

[Read the full story here](#)



Liverpool bus electrification project supports move to cleaner transport

North Liverpool's Gillmoss Depot has undergone a multimillion-pound



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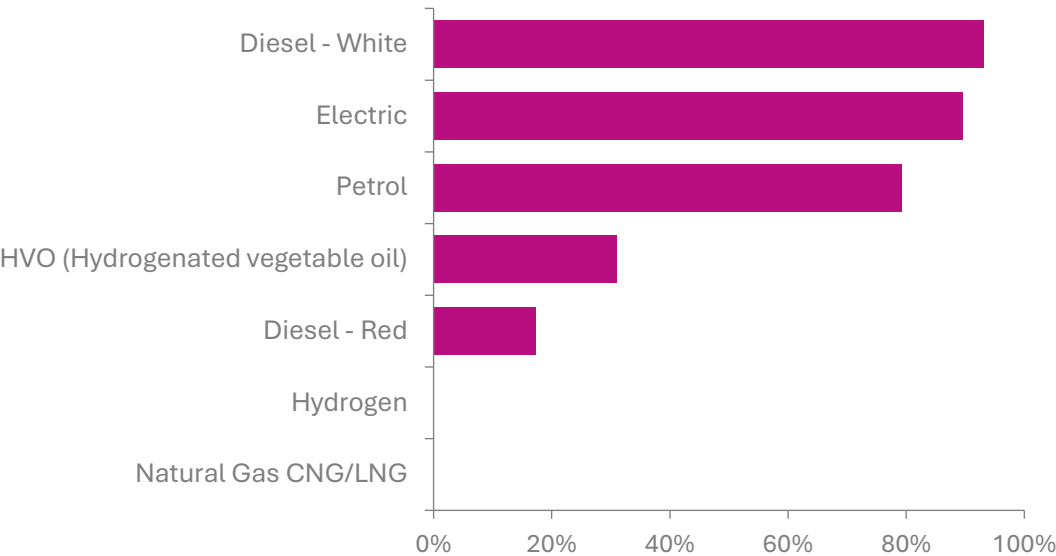
State of the Market

Our survey says...





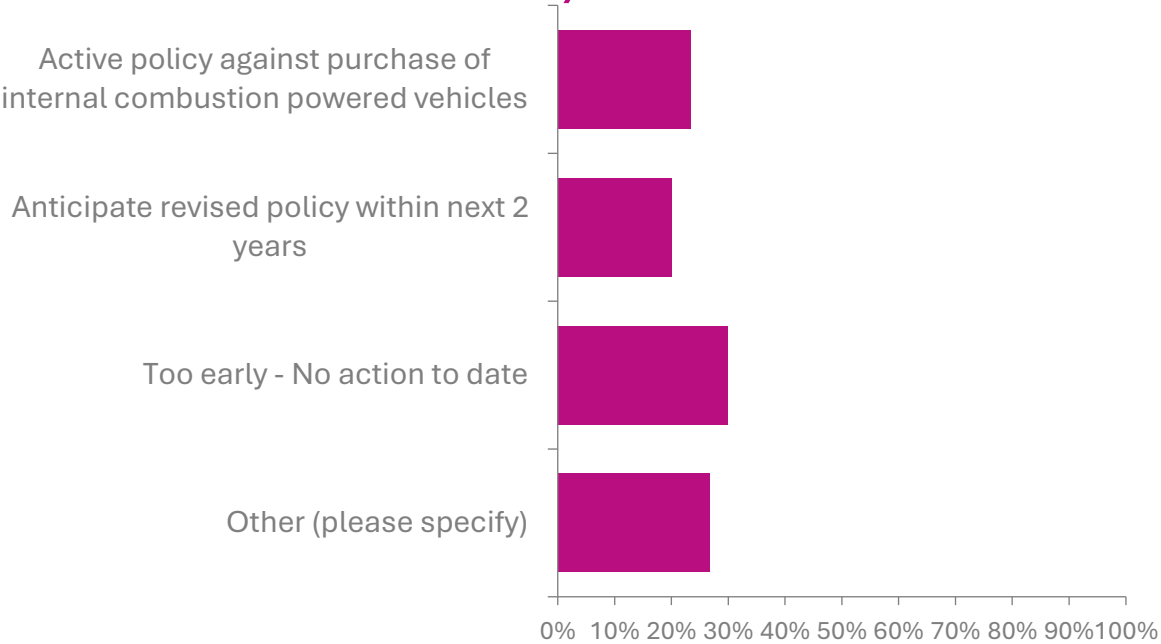
Fuel types in use



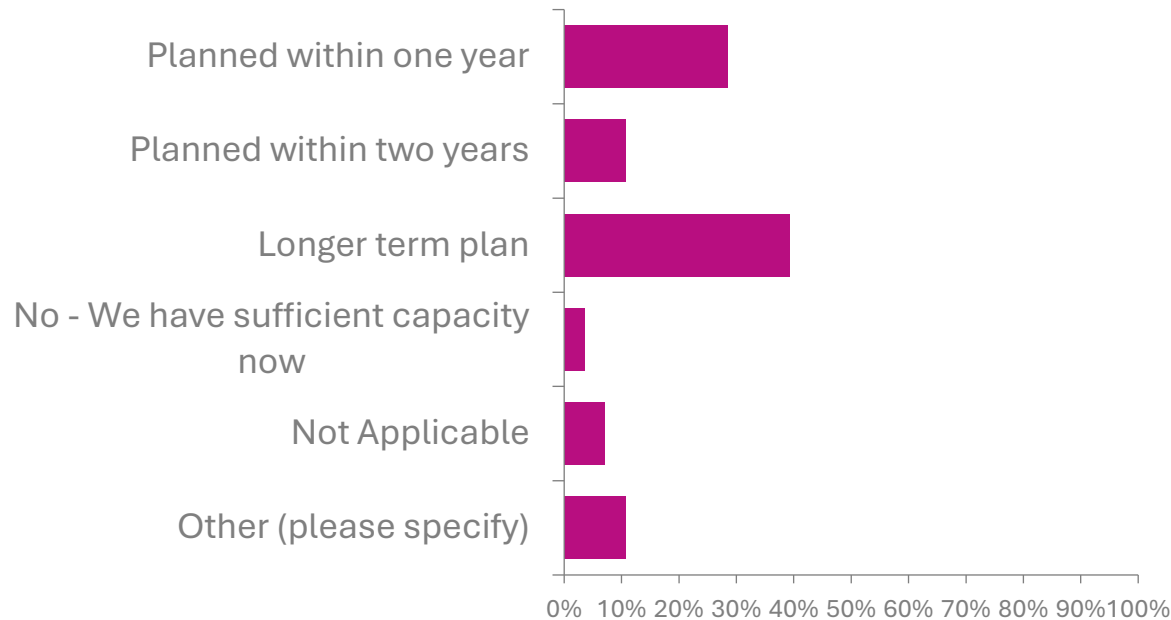
5% ▲
Increase in HVO usage compared to 2025.

14% ▲
Increase in direct provision of electric charging by LAs

Policy on shift away from ICE vehicles (in light of Government ban from 2030)



Are you adding additional electrical supply capacity to charge Electric Vehicles?



“Depot is too small to charge the fleet safely”

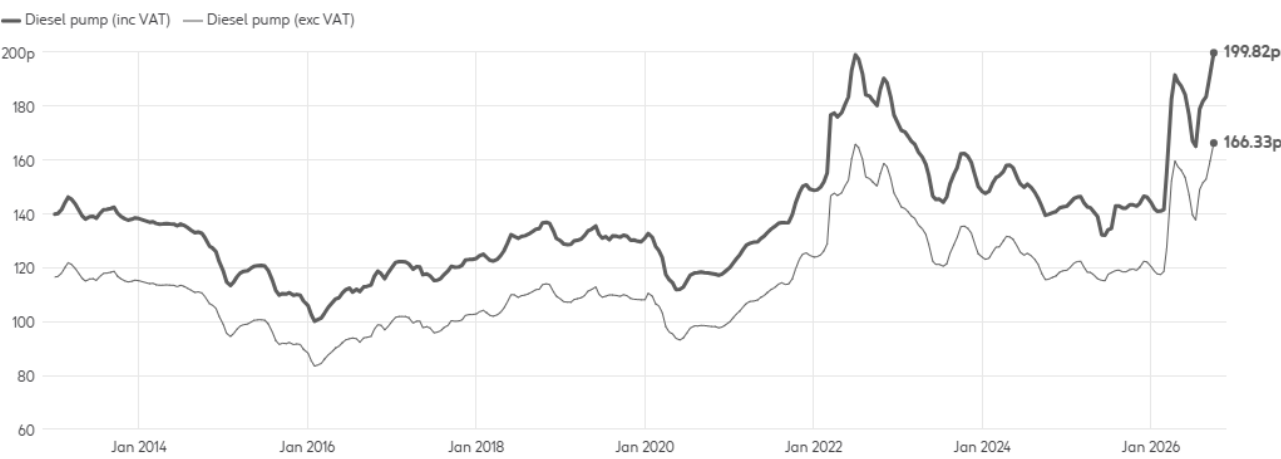
“On hold due to capital restraints.”

“Charging points from BP are only 3 years old and very unreliable, out of 8 charging stations only 2 work, down time have been in access of 3 months.”



Fuelling concerns...

Diesel - average UK prices over time



Latest prices for B7 fuel in pence per litre. Errors and omissions excepted

Chart: RAC Fuel Watch



Public EV (rapid) charging rates

Cost to charge an EV at a public rapid or ultra-rapid charger

All prices in pence per kilowatt hour (kWh), and based on a 'pay-as-you-go' non-subscription basis

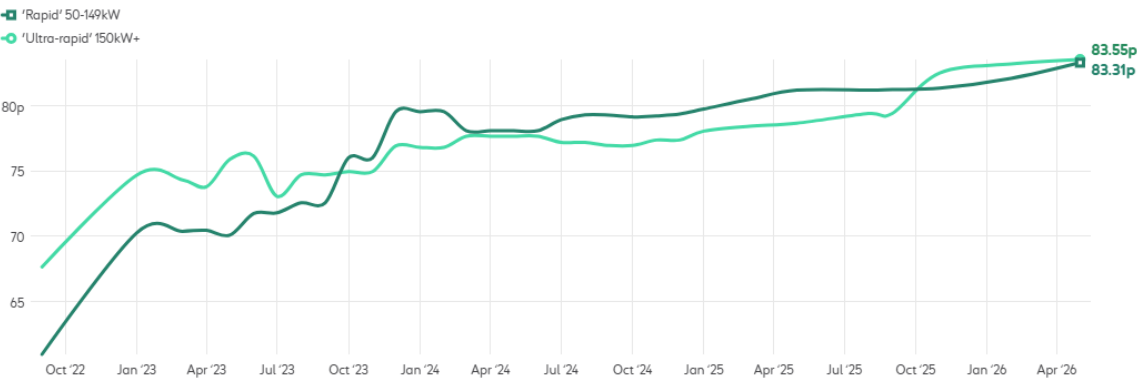


Chart: Rod Dennis, RAC • Source: [RAC Charge Watch](#) • [Embed this graphic](#)



In your own words – the fuel price situation

- *“Fuel prices have remained consistently high, **have risen sharply** in the last few weeks again and is having a significant impact on budgets.”*
- *“The current situation is very difficult when managing budgets; **you can't make predictions on what the increases to fuel prices will be**, and bringing in EVs is not a quick process.”*
- *“Fuel spend increased **from £2.8m to £3.2m**”*
- *“We are experiencing high fuel costs but we have **no plans** to change fuel type”*

In your own words – the fuel price situation

What about HVOs?

- *“the **transition from conventional diesel to HVO** has increased annual fuel expenditure by approximately **£400,000**. Despite this additional cost, **HVO continues to be used as a transitional decarbonisation solution**, supporting carbon reduction objectives while the fleet progressively moves towards suitable zero-emission alternatives where operationally viable.”*
- *“**Switched to HVO for all fleet** owned diesel vehicles with a small tank of ULSD used for hired vehicles. HVO pricing is a set price above diesel, so **increased diesel prices affect HVO as well...**”*
- *“Fuel prices are still high/significant impact on budgets **we are switching more to HVO's / electric.**”*



Recruitment and retention

Are you having trouble recruiting or retaining staff? (over the past 12 months)



78%
*Have trouble recruiting
Technical Staff*

20%▼
*Reduction in those
having trouble retaining
Operatives*



Recruitment and retention – in your own words

“Pay is not in line with market expectations so take up in applicants are very low. Even though this has been fed back, budget constraints remain a challenge in the area.”

“Private sector pay for Mechanics has overtaken Public Sector pay considerably.”

“Lack of qualifications, we currently upskill maintenance staff where necessary..”

“We find that we do not offer an attractive enough salary to recruit time served mechanics and at times bus drivers, the main reason for this is our grading system...”



Recruitment and retention – positive steps and good practice?

- *“Improved benefits and recently gave Mechanics a salary uplift”*
- *“Pay raise and training packages”*
- *“Regrade, market supplement, tool allowance, agencies, local advertisement”*

“We have successfully introduced a master tech position which requires the candidate to hold a suitable qualification such as IRTEC which enables us to offer a higher salary, we have also run recruitment open days which proved successful and now have agreement to have a rolling advert for mechanics”

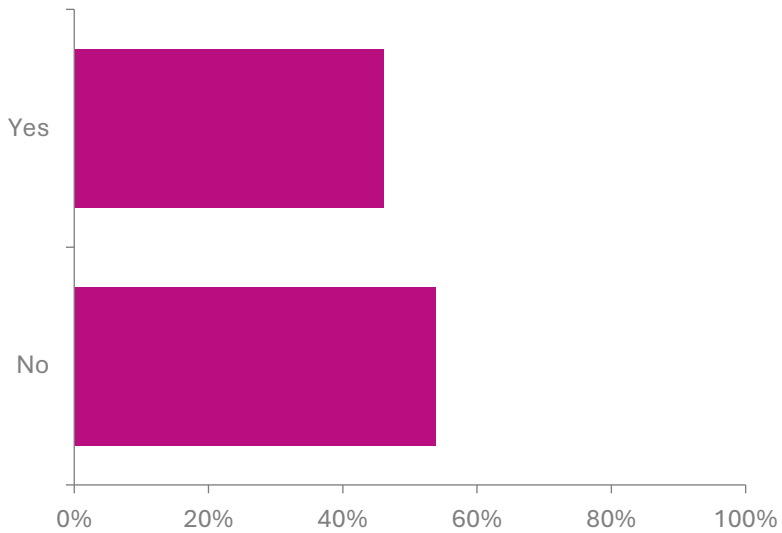
“Encouraging job related training and promotion of training opportunities where relevant.”

“Recruiting for light vehicle mechanics with at least 5 years experience and training them up”

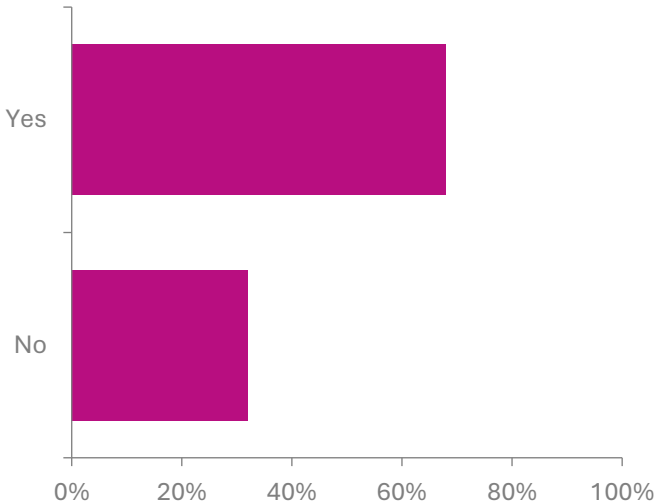


Other workforce matters

Do you personally feel staff absence levels are at an acceptable level?



Apprenticeship scheme?



47▲

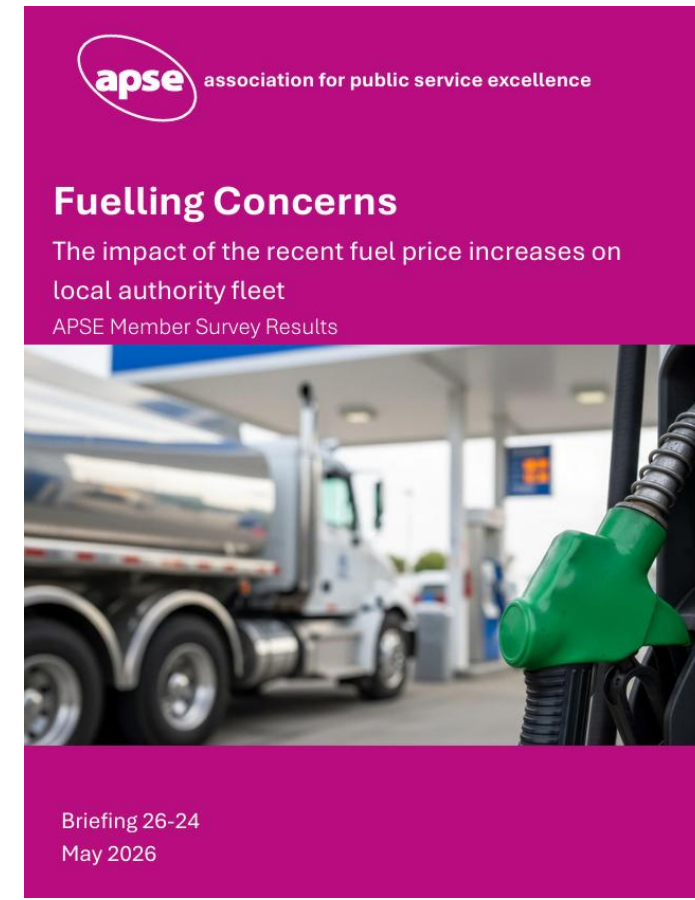
Average age of the
Fleet workforce



Further reading

Full report will be on its way

Don't forget our Fuelling Concerns report focussing on the fuel crisis





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Thank you!

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