

Registrant Workforce and Perceptions Survey 2025

This report contains findings from the General Optical Council (GOC) Registrant Workforce and Perceptions Survey 2025, conducted online by independent research agency Enventure Research between March and May 2025. All survey results presented within this report are based on data weighted by registrant type (optometrist, dispensing optician, student optometrist, student dispensing optician) to accurately reflect the GOC register. The survey received **3,798 responses**, which represents a **12%** response rate. To view the full report, please visit <https://optical.org/policy-and-research>

Workforce capacity

Workforce capacity remains similar to 2024, but with a slight shift towards **part-time** working (less than five days per week).



Motivations for joining the professions

The **most common reasons** for joining the optical professions were...



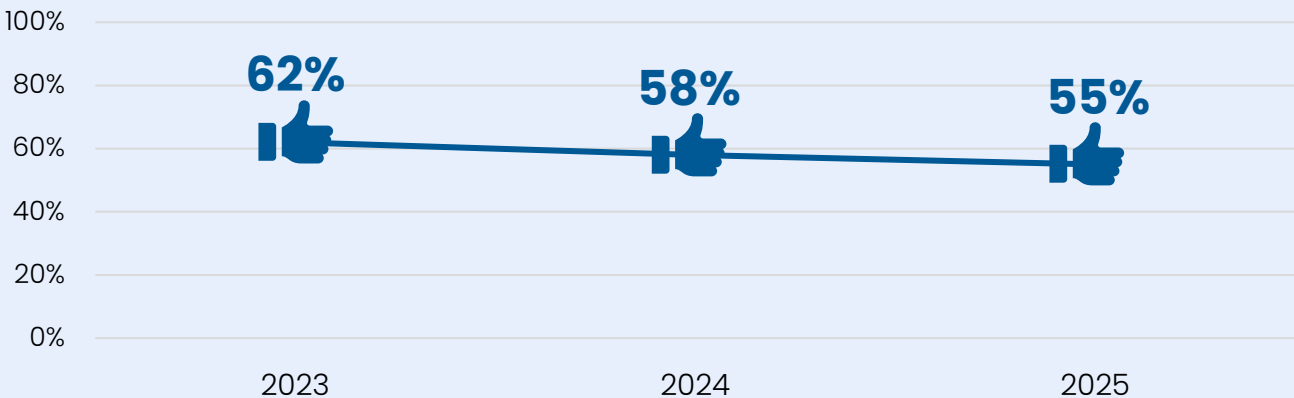
67%
Interest in eye health / eye care



55%
Wanting to help people

Job satisfaction

Over half said they were **satisfied** with their job/role over the last 12 months, but job satisfaction has **continued to decline** since 2023.



Supervisors

Among **optometrists** who had **supervised a pre-registration trainee** in the last 12 months, the most frequently cited **motivations** to do so were...



62%

Helping others into the profession



32%

Enhanced skills and experience



30%

Increased job satisfaction

The main **challenges** of being a supervisor relate to...



Time management



Increased workload

“

Having the time to spend with helping my pre-reg, whilst also being expected to see a full clinic of my own.

Optometrist

“

Managing my own workload while making sure I am fully supporting trainees.

Optometrist

Time and commercial pressures in the last 12 months

The **most frequently experienced** time and commercial pressures over the last 12 months were...



The **standard time allocated to me for conducting a sight test has been insufficient** to provide safe patient care (optometrists only)

48%



I have felt **under pressure to see a high number of patients** every day which has impacted on my ability to provide safe patient care

38%



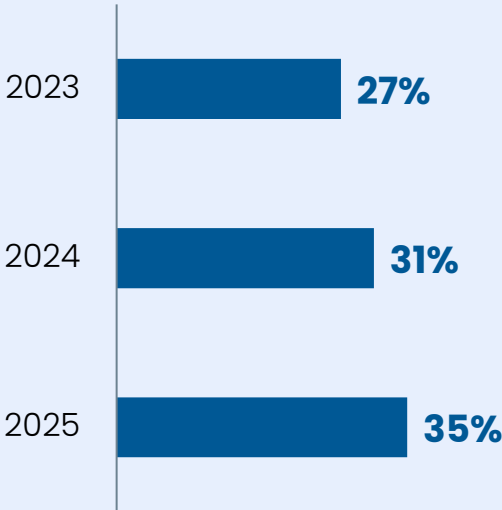
I have felt **under pressure to meet commercial targets** at the expense of patient care

30%



Working conditions

The proportion of respondents who report that they find it **difficult** to **provide patients with the sufficient level of care** they need is **increasing**.



There are **continued high levels of harassment, bullying, abuse and discrimination** at registrants' work or place of study, most of which goes **unreported**.



44% had experienced **harassment, bullying or abuse** at work or their place of study in the last 12 months...

...but only **35%** of these respondents have **reported** it



29% had experienced **discrimination** at work or their place of study in the last 12 months...

...but only **25%** of these respondents have **reported** it



Additional qualifications

As found in previous years, the most popular **career plan** for the immediate future is to **gain additional qualifications or skills**.



The following respondents were **more likely** to be **interested in gaining additional qualifications or skills** in the next 12 months...

<35

Younger respondents aged 34 and below

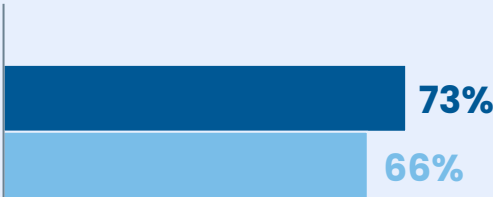


Student optometrists

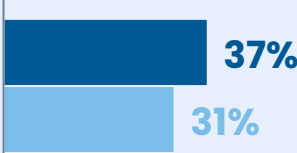
Those who indicated that they had **additional qualifications** were **more likely** to feel **satisfied in their role** due to the following reasons when compared with those who do not have additional qualifications.



Work is rewarding and interesting



Good salary



■ Has additional qualifications ■ Does not have additional qualifications