

A third of UK workers looking to greener pastures in 2025

12 months ago



The latest research from [The Global Payroll Association \(GPA\)](#) reveals that a third of UK workers could jump ship from their current employer in 2025, with widespread dissatisfaction around factors such as pay and job security the key reasons for looking to greener pastures.

GPA has commissioned a survey of UK workers* to gain insight into what proportion are considering a new job or career change in 2025, alongside the reasons for satisfaction or dissatisfaction with their current position.

The survey reveals that almost a fifth (18%) of respondents describe themselves as being dissatisfied in their current role.

Furthermore, almost a fifth (18%) describe feeling a lack of job security, suggesting that there is significant concern among the UK workforce that they could be let go at any given moment. To bring this point home, only a quarter (25%) of workers say they feel 'very secure'.

There is also considerable concern when it comes to salary with 37% of respondents believing that they are underpaid.

Even broader concern exists when it comes to career progression with almost half (46%) believing that there is no opportunity to progress in their current company. Meanwhile, only 9% believe that there is 'plenty' of opportunity.

When asked what they consider to be their most important professional priorities, 'a good work/life balance' was by far the most important aspect for 60% of respondents, with salary also ranking highly at

19%.

With underlying concerns around job security, salary and the opportunity to progress, it's no surprise that a third of those surveyed may be looking to greener pastures in 2025, with 24% intending to test the waters within the recruitment space, while 9% stated they intended to move on this year.

However, whilst a good number of employees may be frustrated with their own personal professional position within the current company, there was a greater degree of positivity shown towards their wider employer.

When asked how inclusive they believe their workplace to be, 63% of workers say it is either completely or mostly inclusive, and only 5% say not at all inclusive.

When asked if they think they work in an innovative workplace, 80% say, to one extent or another, yes.

Melanie Pizzey, CEO and Founder of the Global Payroll Association, says: "It's alarming to see such a large proportion of people expressing dissatisfaction at work. And they're not just talking about small aggravations that everyone feels one time or another, they're unhappy with the core elements of their career such as job security, suitable remuneration and opportunities to progress up the ladder.

And while increasing people's pay is difficult, not least since UK companies have come under significant pressure from recent increases in the living wage and NI contributions, they can still be doing things to maximise employee retention. To start with, listen carefully when workers say that achieving a good work/life balance is of utmost importance, and take care to clearly explain to employees what opportunities lay in their future should they perform well.

These simple considerations can supercharge job satisfaction, increase loyalty, and improve retention; ultimately improving bottom lines."