

ASSOCIATION  
OF CONSULTING  
ENGINEERS  
NEW ZEALAND

ACENZ  
OUR MEMBERS  
2019

# THE CHANGING FACE OF THE SECTOR

// Wellington



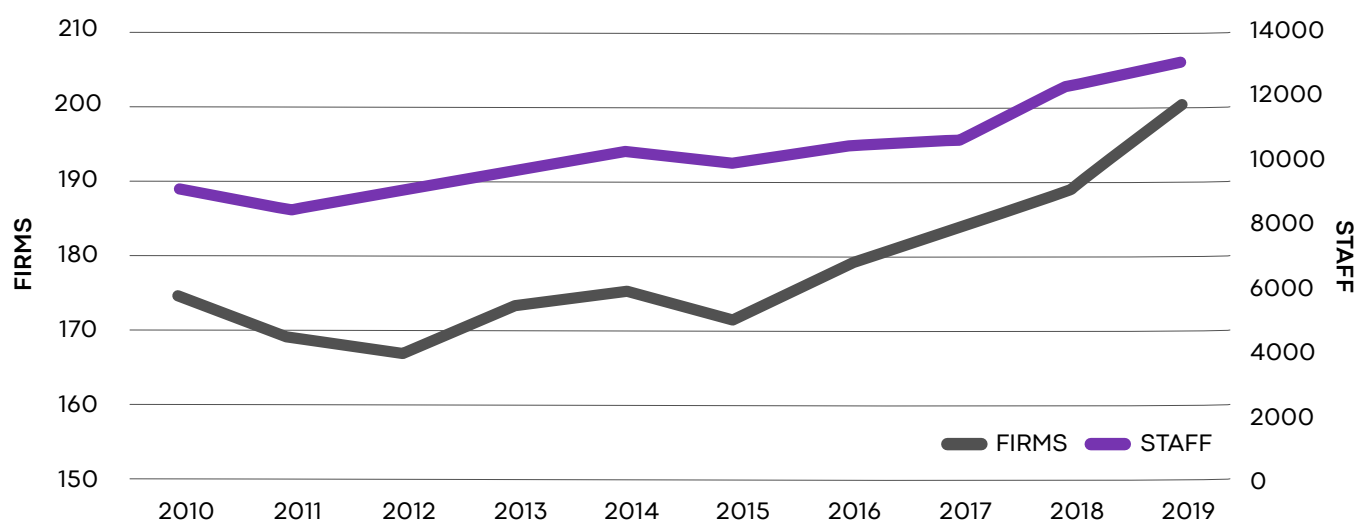


ACENZ conducts an annual personnel survey with our members to correctly calculate subscription rates for the coming year, as well as providing a snapshot of emerging trends within the industry.

The figures provided by members are for their New Zealand offices only. ACENZ received 198 surveys from 200 members.

	TOTAL STAFF	TOTAL FIRMS	FIRM SIZE							TOTAL
			1	2-5	6-10	11-15	16-20	21-49	>50	
2010	9021	174	40	43	33	7	10	18	23	174
2011	8561	169	32	42	25	12	10	19	20	169
2012	9116	167	32	35	25	17	15	19	20	167
2013	9645	173	34	37	26	16	14	24	22	173
2014	10172	175	37	38	22	18	13	23	24	175
2015	9889	171	24	31	12	17	25	36	26	171
2016	10484	179	29	30	24	22	17	28	29	179
2017	10621	184	26	35	26	22	15	31	29	184
2018	12270	189	22	36	28	19	12	38	34	189
2019	12888	200	23	39	28	19	18	36	37	200

## ACENZ MEMBERSHIP







# ACENZ hits 200 members!

In 2019, our larger firms continued to grow larger. The top 15 large firms registered an increase of 4% in total personnel from 2018 to 2019, either from mergers, expansion growth or diversification. We saw larger firms entering new fields including community development, landscape architecture, interior design, crowd modelling and digital technology advisory services.

Although merger and acquisition activity were not as significant as past years, we did see Stantec join forces with Traffic Design Group, and GHD joined with Olsson Fire and Risk extending their transport and fire engineering capabilities respectively.

ACENZ closes the year on a high, reaching 200 member firms for the first time, with these firms collectively employing almost 13,000 people nationwide.

## Major Mergers and Acquisitions (M&A)

### NEW ZEALAND

#### February 2018

Traffic Design Group merged with Stantec

#### May 2018

Abley Transportation Consultants and Interpret Geospatial Solutions unified as Abley

#### October 2018

Olsson Fire and Risk merged with GHD

### GLOBALLY

M&A activities within our sector were down when compared to previous years. However, there was a surge in the fourth quarter of 2018 where the Civil Engineering category dominated the deal value. This surge was driven mainly by Hitachi's acquisition of ABB (Power Systems Division) and WorleyParsons' acquisition of Jacobs' Energy, Chemicals & Resources division.





Te Rewa Rewa Bridge, Taranaki



## New Members

(joined from 1 April 2018)

	DATE JOINED	NOTE
CivilPlan Consultants	Apr 18	Lower Medium Firm
Civix	Apr 18	Small Firm
RCP	Apr 18	Large Firm
Tektus Consultants	Apr 18	Small Firm; CEAS Member
Essen Engineering	Jul 18	Small Firm
FIL Engineers	Jul 18	Small Firm
Acoustic Engineering Services	Nov 18	Small Firm
C & H Consulting	Nov 18	Small Firm
Cato Bolam Consultants	Nov 18	Large Firm
Celsius Consulting	Nov 18	Sole Trader
ExtraMile Consulting	Nov 18	Small Firm
Fluid Hydraulic Design + Consultancy	Nov 18	Small Firm
Hight Consulting Engineers	Nov 18	Sole Trader; CEAS Member
INFIR	Nov 18	Small Firm

## Members Resigned/Retired

	NOTE
Dunning Moore & Associates	Closure
Valentine Consulting	Retired
Cardno	Resigned
Seicom	Resigned
BHC Consultants	Owner passed away

# Personnel Overview

Our members consist of 84% technical staff and 16% non-technical staff. Of the technical staff, 15% of them are graduates, 46% with 2-10 years of experience and 39% with more than ten years of experience.

	GRADUATE < 2 YEARS	EXPERIENCED (2-5 YEARS)	EXPERIENCED (5-10 YEARS)	EXPERIENCED (10+ YEARS)	
Technical Staff					84%
Engineers	1002	1278	1611	2508	
Architects	23	39	42	93	
Project Managers	64	111	174	316	
Planners	60	86	133	166	
Land Surveyors	73	94	86	145	
Valuers/Cost Managers	4	6	14	58	
Quantity Surveyors	14	15	34	19	
Scientists	41	81	150	178	
CAD Operators/Draftspersons	82	194	249	290	
Contract Engineers/Contractors	4	14	46	50	
Technicians	121	164	141	272	
Others	89	73	102	152	
Non-Technical Staff					16%
Management		312			
Administrators		790			
Corporate Services, e.g. HR, Legal		676			
Other		350			
GRAND TOTAL		12888			



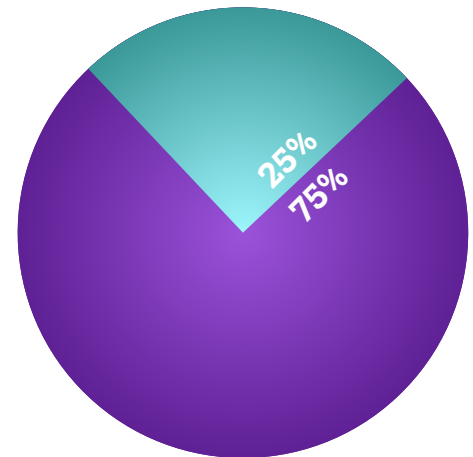
## Occupation

	⌘
Engineers	50
CAD Operators/Draftspersons	6
Administrators	6
Technicians	5
Corporate Services e.g. HR, Legal	5
Project Managers	5
Scientists	3
Planners	3
Land Surveyors	3
Management	2
Architects	2
Contract Engineers/Other Contractors	0.9
Valuers/Cost Managers	0.6
Quantity Surveyors	0.6

## Age of Personnel

	⌘
35 and younger	46
Between 36 and 50	35
Between 51 and 65	16
Above 65	3

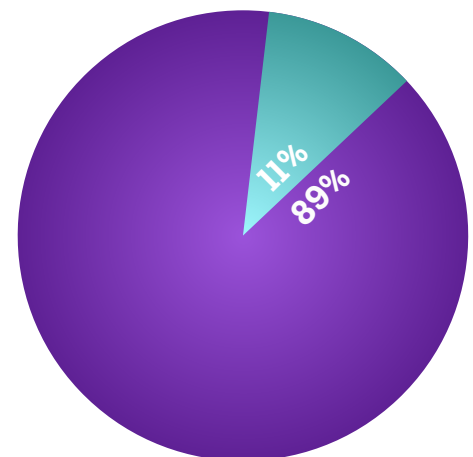
## GENDER RATIO OF TECHNICAL STAFF



MALE FEMALE

This is the same gender split as the previous year; which was the first year we collected this information.

## GENDER RATIO OF DIRECTORS

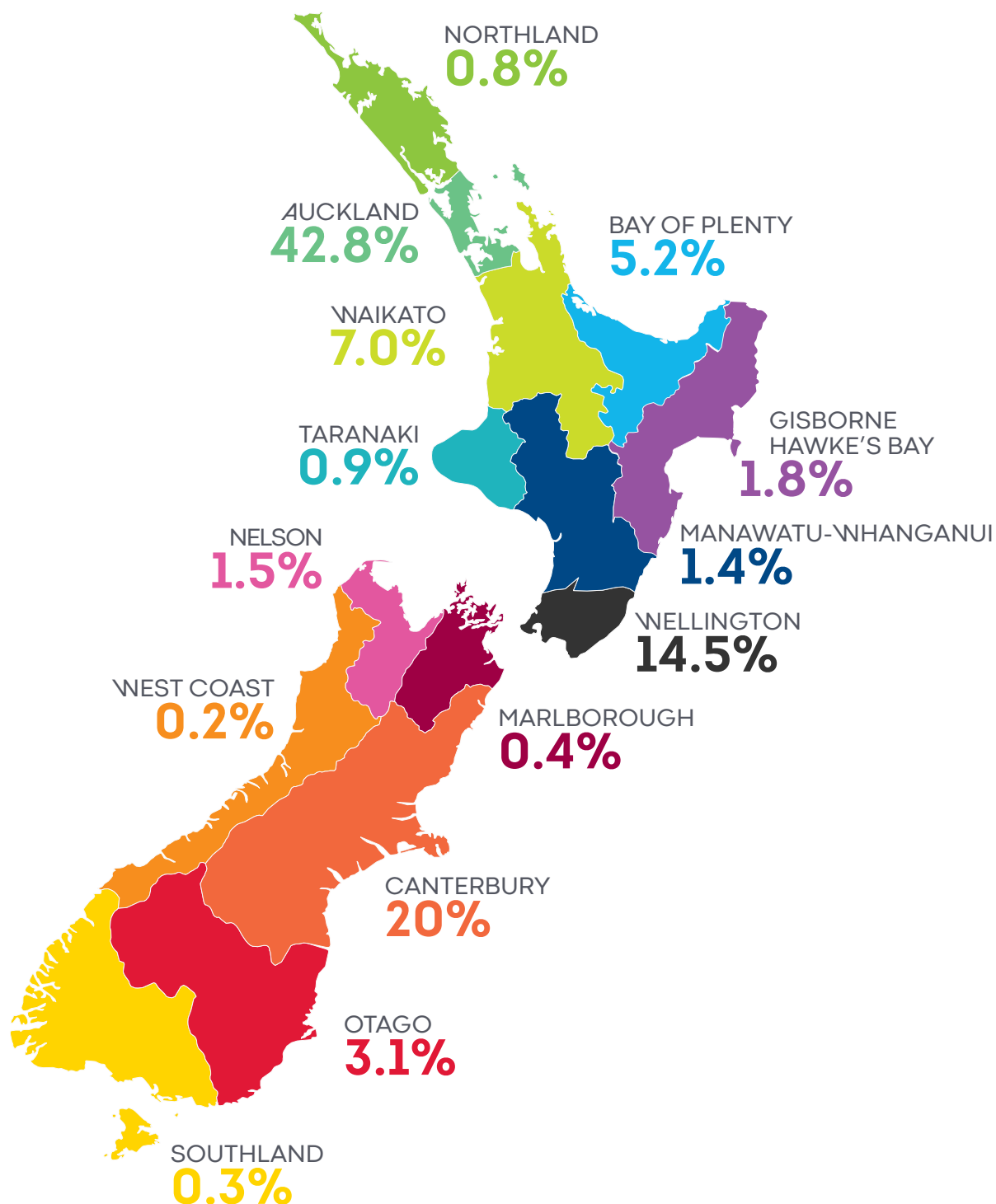


MALE FEMALE



# Members by Region

ACENZ has member firms spanning the entire country. However, 77% of staff are in the three major centres of Auckland, Canterbury and Wellington.





# Our Large Firms

The ACENZ Large Firm Forum is composed of the top 15 largest firms. The firms are ranked by size, with 1 being the largest and 15 the smallest.

	2019	2018	2017	2016	2015	2014	2013	2012	2011	2010
Beca	1	1	1	1	1	1	1	2	2	1
WSP Opus	2	2	2	2	2	2	2	1	1	2
Aurecon	3	4	3	4*	4	3	4	5	5	4
Tonkin + Taylor	4	3	5	5	6	7	6	8	8	10
AECOM	5	5	4	3	3	5	5	4	4	7
GHD	6	6	7	7	7	6	8	6	6	6
Stantec	7	8	6	6	5	4	3	3	3	3
Harrison Grierson	8	9	9	9	9	10	10	11	11	11
Jacobs	9	7	8	8	8	8	7	7	7	8
Holmes Group	10	10	10	10	11	11	11	12	12	12
Babbage	11*	11*	12*	12*	12	12	14	14	13*	13
Calibre	12	12	11*	11	11	13	12	10	10	5*
Mott MacDonald	13	14	15*	14	NM	NM	NM	NM	NM	NM
RCP	14	15	NM	NM	NM	NM	NM	NM	NM	NM
Woods	15	13	13	13	14	x	15	x	x	x
No. of Personnel	2000-2500	1500-1999	1000-1499	500-999	300-499	100-299	<100			

\* did not respond to the survey in time | x not on the table in that year | NM non-member in that year



# A Flexible Workforce

Companies are becoming increasingly aware that they must adopt a more human-centric view to succeed in today's modern employment landscape.

Work needs to be redesigned to accommodate the complexities of modern life – without sacrificing the stability, support and human connectivity that are the hallmarks of traditional full-time jobs. We're pleased that most of our members are providing flexible work options.

Options include:

**67%** support flexi-time arrangements

**39%** support remote working

**12%** support condensed hours, e.g. working four 10-hour days instead of five 8-hour days

**8%** support job share arrangements

**5%** have a four-day working week

Other options provided by members include:

- Sponsored volunteer leave
- Education leave
- Additional annual leave
- Nine-day working fortnight

87% of our members provide flexible work options



# An Ageing Workforce

New Zealand's workforce is ageing - a situation that mirrors what is happening across the industrialised world. A decreased labour supply, and with it a sudden loss in skills and experience, is expected over the coming years. Here are what our members are doing to retain the valuable skills and knowledge of ageing personnel:

- 41%** provide flexible working arrangements including phased retirement
- 18%** retain retirees as mentors after they leave
- 17%** have incorporated comprehensive health insurance as part of their remuneration package
- 14%** have established an Employee Share Scheme

Other initiatives offered by members:

- Wellbeing allowance
- Wellness initiatives
- Succession planning
- Income Protection, Trauma and Life Insurance



// Auckland



# Looking After Our People

Of these members:

- 77%** provide ergonomic workstations
- 59%** provide free fruit or healthy snacks
- 54%** set a target where staff are certified first-aiders
- 53%** provide EAP (Employee Assistance Program) services,
- 30%** support staff to attend mental health workshops
- 23%** have established a corporate plan with fitness centres

Other initiatives:

- Wellness allowance paid to each staff member
- Regular outings with partners and family
- Fitness membership subsidy
- Supporting sports memberships
- Employee wellbeing programme
- Free flu vaccinations
- Meditation workshops
- Fitness tracker incentives

50% of our members have budgets dedicated to improving the wellbeing of their people





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