



# Personnel Survey

## Summary of Results for ACENZ Members as at 1<sup>st</sup> January 2018

The Association Representing Consulting & Engineering Professionals in NZ (ACENZ) conducts the Personnel Survey for its Members on an annual basis to correctly calculate subscription rates for the coming year. The figures provided by Members are for their New Zealand offices only. For 2018, ACENZ received all 189 surveys from all ordinary members.

January	2018	2017	2016	2015	2014	2013	2012	2011	2010	2009
<b>TOTAL STAFF</b>	12,290	10,621	10,484	9,889	10,172	9,645	9,116	8,561	9,021	8,926
<b>TOTAL FIRM</b>	189*	184	179	171	175	173	168	169	174	175

\*excludes 2 associate members and 2 retired members and 4 new ordinary members joining in Apr18

Total Personnel	2018	2017	2016	2015	2014	2013	2012	2011	2010	2009
Sole Practice	21	26	29	24	37	34	32	32	40	44
2-5	36	35	30	31	38	37	35	42	43	41
6-10	29	26	24	12	22	26	25	25	33	30
11-15	18	22	22	17	18	16	17	12	7	11
16-20	14	15	17	25	13	14	15	10	10	9
21 - 49	37	31	28	36	23	24	19	19	18	18
>50	34	29	29	26	24	22	20	20	23	22
<b>TOTAL</b>	<b>189</b>	<b>184</b>	<b>179</b>	<b>171</b>	<b>175</b>	<b>173</b>	<b>167</b>	<b>169</b>	<b>174</b>	<b>175</b>

### Highlights in the past 10 years

The sector is vulnerable to the global economic headwinds. The end of the global financial crisis (2007-2011) ushered in the golden era in the construction sector in NZ. This brought about upward trend in our business from 2012 onwards.

The year 2014-2015 were highlighted by the activities of mergers and acquisition happening around the world. There were three megadeals accounting to more than US\$11 billion in transaction value each. The lower number in year 2015 reflected the continuing convergence of engineering and construction activities in the global scale that resulted in staff re-shuffling and business re-positioning themselves in entering new markets. From year 2014 to 2015, our top 15 firms registered a decrease in staff of 6% that contributed to the overall reduction of 3% of ACENZ staff personnel.

In New Zealand, the 2015 staff numbers also reflected the slow-down in the Canterbury Rebuild works resulting in a stabilization of human resource numbers.

In year 2017, we saw a few medium sized firms increased significantly over the span of 12 months. There were about 5 medium sized firms increased their staff from 30-40 mark to 50-80 mark, a whopping 30%+ increment.

In year 2018, the larger firms grew larger and our total staff members increased by 18%.

TECHNICAL STAFF				
	Graduate (less than 2 years)	Experienced (2-5 years)	Experienced (5- 10 years)	Experienced (10+ years)
Engineers	1,022	992	1,635	2,439
Architects	47	34	67	80
Project Managers	42	78	82	209
Planners	55	60	129	167
Land Surveyors	88	62	72	124
Valuers/Cost Managers	16	18	51	55
Quantity Surveyors	0	6	11	10
Scientists	56	77	115	186
CAD operators/draftspersons	105	200	231	308
Contract Engineers/Other contractors	42	9	11	62
Technicians	211	154	190	214
Others	107	82	72	128
NON-TECHNICAL STAFF				
Management	500			
Admin	622			
Corporate Services e.g. HR, Legal	765			
Other	193			
<b>GRAND TOTAL</b>	<b>12,289</b>			



Our members consist of 83% technical staff and 17% of non-technical staff. Of the technical staff, 17% of them are Graduates, 43% with 2-10 years of experience and 40% with more than 10 years of experience.

Occupation	%
Engineers	50%
CAD operators/draftspersons	7%
Corporate Services e.g. HR, Legal	6%
Technicians	6%
Admin	5%
Management	4%
Scientists	4%
Project Managers	3%
Planners	3%
Land Surveyors	3%
Architects	2%
Valuers/Cost Managers	1%
Contract Engineers/Other contractors	1%
Quantity Surveyors	0.2%

## Gender ratio of Technical Staff

75% male; 25% female

## Age ratio of Technical Staff *Note: This is an estimation as not all members provide input for this section*

- 35 and younger: 46%
- Between 36 and 50: 34%
- Between 51 and 65: 16%
- Above 65: 4%

## ACENZ Members by Region

We have member firms spanning the entire country with 77% of staff located in the three major centres of Auckland, Canterbury and Wellington.

Region	%
Auckland	42.2%
Canterbury	19.9%
Wellington	15.2%
Waikato	7.3%
Bay of Plenty	4.9%
Otago	2.7%
Hawke's Bay	1.9%
Manawatu/Wanganui	1.4%
Nelson	1.3%
Northland	1.1%
Taranaki	0.9%
West Coast	0.5%
Marlborough	0.4%
Southland	0.4%
Gisborne	0.01%

## New Members Joined in Year 2017

	New Member	Date Joined	Note
1	41 South	Apr-17	Small Firm
2	Eq Struc Ltd	Apr-17	Small Firm
3	Higho Ltd	Apr-17	Sole Trader
4	Stroude Limited	Apr-17	Small Firm
5	Chester Ltd	Aug-17	Lower Medium Firm; CEAS
6	LGE Consulting	Aug-17	Small Firm; CEAS member
7	Miyamoto	Aug-17	Lower Medium Firm
8	Richards Consulting	Aug-17	Small Firm; CEAS member
9	Tiaki Engineering	Aug-17	Small Firm
10	Viden Consulting	Aug-17	Small Firm
11	Rationale	Sep-17	Lower Medium Firm
12	Spectrum Consulting	Sep-17	Small Firm
13	Beale Consultants Limited	Nov-17	Small Firm
14	BlackYARD Engineering Limited	Nov-17	Small Firm; CEAS member
15	Cognition	Nov-17	Small Firm; CEAS member

## Members Resigned in Year 2017

No.	Resigned 2017	Date Resigned	Note
1	David Hamilton & Associates Ltd	Apr-17	Retired
2	ISPS Consulting Engineers NZ Ltd	Apr-17	Business ceased trading. Owners passed away.
3	Kevin Rolfe Consulting Ltd	Apr-17	Moved office to New Plymouth. Realised that he doesn't need to be an ACENZ member to be a CEAS member.
4	Tyndall & Associates Ltd	Apr-17	Passed away early 2017.
5	Carl Davies	Jul-17	Retired
6	Fraser Henderson Consulting Engineers Ltd	Jul-17	Retired
7	Marriott Consulting Engineers	Aug-17	Merged with BMC Consulting on 1st August 2017
8	Pacific Consultants	Sep-17	Ceased operation; divided to 2 firms.

## Largest 15 Member Firms for years 2009 - 2018

The ACENZ Large Firm Forum is composed of the top 15 largest firms. The firms have been ranked by their size with 1 being the largest and 15 the smallest. The number of personnel has been colour-coded.

	2018	2017	2016	2015	2014	2013	2012	2011	2010	2009
<b>Beca</b>	1	1	1	1	1	1	2	2	1	2
<b>WSP Opus</b>	2	2	2	2	2	2	1	1	2	1
<b>Tonkin &amp; Taylor</b>	3	5	5	6	7	6	8	8	10	10
<b>Aurecon</b>	4	3	4*	4	3	4	5	5	4	4
<b>AECOM</b>	5	4	3	3	5	5	4	4	7	7
<b>GHD</b>	6	7	7	7	6	8	6	6	6	6
<b>Jacobs</b>	7	8	8	8	8	7	7	7	8	8
<b>Stantec</b>	8	6	6	5	4	3	3	3	3	3
<b>Harrison Grierson</b>	9	9	9	9	10	10	11	11	11	11
<b>Holmes Group</b>	10	10	10	10	11	11	12	12	12	12
<b>Babbage</b>	11	12*	12*	12	12	14	14	13*	13	13
<b>Calibre</b>	12	11*	11	11	13	12	10	10	5*	5*
<b>Wood &amp; Partners</b>	13	13	13	14	X	15	X	X	X	X
<b>Mott MacDonald</b>	14	15*	14	X	NM	NM	NM	NM	NM	NM
<b>Norman Disney Young</b>	15	X	X	15	X	X	X	X	X	X

\* Did not respond to the survey that year

X not on table in those years

NM – non-member

No. of Personnel	
	2000 - 2500
	1500 - 1999
	1000 - 1499
	500 - 999
	300-499
	100-299
	<100

**ACENZ members provide multiple engineering disciplines and consultancy services in the built and natural environment.**

No.	Services	No. of firms providing the service
1	Structural	125
2	Civil Engineering	118
3	Detailed Seismic Assessment & Consultancy	74
4	Construction, Project, Resource Management	65
5	Engineering Management	63
6	Water & Wastewater Engineering	62
7	Professional Services, Procurement, Consenting, Contract Management, Data & Analytical Advisory	51
8	Geotechnical Engineering	49
9	Building Services, Property, Facilities & Asset Management	37
10	Fire Engineering	37
11	Mechanical Engineering	37
12	Transport Engineering, Urban Planning, Urban Development & Design, City Solutions	36
13	Environmental, Sustainability, Recycling Consultancy	34
14	Electrical & Electronic Engineering	31
15	Modelling, BIM, Simulation	29
16	Architectural & Design	27
17	Surveying, Land Survey & Mapping	27
18	Dam Engineering	24
19	Hydrology/Hydrogeology	24
20	Energy (Geothermal/Wind/Solar/etc) Engineering	19
21	Governance, Risk, & Compliance	18
22	Industrial & Process Engineering	17
23	Health & Safety Management	14
24	Quality Assurance (QA)	12
25	Materials Engineering, Design & Research	9
26	Science or Non-Engineering Works	9
27	Software, IT Design or Engineering	9
28	Systems Design or Engineering	9
29	Agriculture Engineering	8
30	Ocean & Marine Engineering	8
31	Mining & Metals Engineering	7
32	Telecommunication Engineering	7
33	Audio & Acoustic Engineering	6
34	Aviation & Aerospace Engineering	6
35	Chemical & Petroleum Engineering	6
36	Quantity Surveying	6
37	Bioengineering & Biomedical Engineering	3
38	Robotics Engineering	0