



Personnel Survey

Summary of Results

as at 1st January 2017

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 2017, ACENZ received 106 surveys to date and have had 78 not respond. For the firms that did not respond, we used their responses from their last submissions and those figures are represented in the numbers below.

	2017	2016	2015	2014	2013	2012	2011	2010	2009	2008
TOTAL STAFF	10,447	10,484	9,889	10,172	9,645	9,116	8,561	9,021	8,926	9,217
TOTAL FIRM	184	179	171	175	173	168	169	174	175	166

	Graduate - NZ	Experienced - NZ (5-9 years)	Experienced - NZ (10+ years)	Employees Based Overseas
Engineers	1,353	1,806	2,296	57
Architects	64	74	84	3
Planners	96	128	138	2
Land Surveyors	125	100	93	3
Valuers	1	23	4	-
Scientists	71	113	108	3
Management	4	20	396	1
IT Support	18	35	71	1
Finance/Sales/Marketing/Admin	312	248	430	2
Others	123	198	224	15
Contract Engineers	7	16	37	1
Other Contractors	7	14	42	-
CAD operators/draftspersons	193	325	295	12
Other Technicians	240	235	179	1
GRAND TOTAL	10,447			

Total Personnel	2017	2016	2015	2014	2013	2012	2011	2010	2009	2008
Sole Practice	26	29	30	37	34	32	32	40	44	40
2 - 5	35	30	35	38	37	35	42	43	41	37
6 - 10	26	24	27	22	26	25	25	33	30	27
11 - 15	22	22	17	18	16	17	12	7	11	12
16 - 20	15	17	11	13	14	15	10	10	9	8
21 - 49	31	28	29	23	24	19	19	18	18	19
>50	29	29	25	24	22	20	20	23	22	23
TOTAL	184	179	171	175	173	168	169	174	175	166

Largest 15 Member Firms for years 2008 - 2017

The significance of the 15 largest Member Firms of ACENZ is the make up the Large Firm Forum (LFF).

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.

	2017	2016	2015	2014	2013	2012	2011	2010	2009	2008
Beca	1	1	1	1	1	2	2	1	2	2
Opus	2	2	2	2	2	1	1	2	1	1
Aurecon	3	4*	4	3	4	5	5	4	4	4
AECOM	4	3	3	5	5	4	4	7	7	9
Tonkin & Taylor	5	5	6	7	6	8	8	10	10	8
MWH	6	6	5	4	3	3	3	3	3	3
GHD	7	7	7	6	8	6	6	6	6	6
Jacobs	8	8	8	8	7	7	7	8	8	7
Harrison Grierson	9	9	9	10	10	11	11	11	11	10
Holmes Group	10	10	10	11	11	12	12	12	12	13
Calibre	11*	11	11	13	12	10	10	5*	5*	5
Babbage	12*	12*	12	12	14	14	13*	13	13	12
Wood & Partners	13	13	14	X	15	X	X	X	X	X
WSP Parsons Brinckerhoff	14	21	13	14	13	13	15	X	X	X
Mott MacDonald	15*	14	X	NM	NM	NM	NM	NM	NM	NM

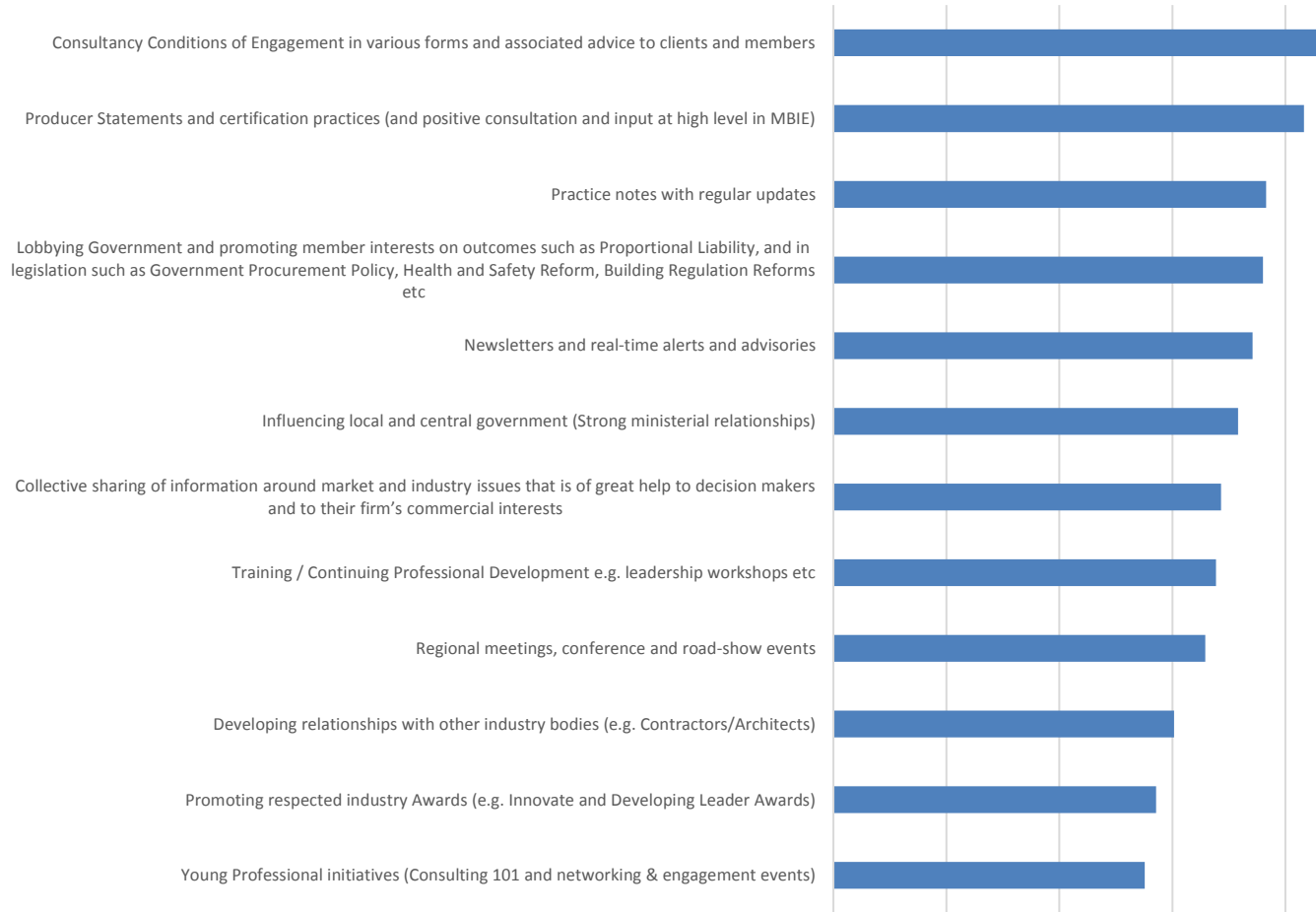
* Did not respond to the survey that year

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

Members rating on ACENZ services that are of most value to them



We asked our members the following questions.

What immediate activities do you feel ACENZ can undertake to better assist you?

Advice
Research and advice on how to deal with Clients who have old buildings in the 34% to 66% NBS EQ capacity range
More technical guidance/assistance
Earthquake regulations and other reactionary information, guidelines etc.
Technical courses
Health and Safety in Design detailed guidance notes
Provide guidelines on health & safety obligations for consulting offices
better pragmatic guidance for members on how best to satisfy new Health and Safety obligations
We feel that there is very little practical advice in the area of Safety in design and that a series of example of aspects covered in typical projects and the level of work that goes into them would be a very useful start to this issue.
Health and Safety guidance
more advice on commercial risks

Lobbying Government & Consultancy Conditions of Engagement in various forms
Restrain Auckland Council from using the RMA to circumvent the Building Act
With Auckland council resolve the outstanding issues and get commonality
Reducing bureaucracy in the Building Industry
lobbying MBIE/govt concerning illogical and ill-thought out building code provisions
Continue to Lobby for reasonable conditions in contracts and services, especially around liabilities.
Lobbying or negotiating with large Government or Public Organisations over their contract T&C's - eg. Auckland Council & MOE
Lobby against increased requirements for PI cover levels.
Agreeing conditions of engagement with Council and other government organisations - acceptance of CCCS and limiting liability
Newsletters and real-time alerts
more information on conditions of engagement updates, and faster expediting of updates
Providing up to date information on trends within the industry
Producer Statements
Bad Producer Statement requirements by some TAs.
Get rid of clause B2 from producer statements!
Liaising with Council re get agreement on B2
Easier to use PS templates
Promote ACENZ Members
Promote the ACENZ quality brand
Meetings with Territory Authorities promoting the benefits of employing ACENZ members
Promoting engineering consultancies to Government agencies as a “safe pair of hands”, a professional trusted advisor that isn’t easily engaged by price only. Our clients are easily convinced to make choices on price only (although some commercial (private) clients already see this.
Small Business Support
More information and relevance for smaller companies
Become more focused on SME's
Not just supporting large corporates.
Update practice notes such as Employment documentation, this is especially useful for smaller firms
YP initiatives
Improved support and events for young professionals
Other
Although ACENZ represents all consulting engineers, the recent earthquake certainly left the structural engineers feeling that there was a need to have: 1. A collaborative approach between engineers avoiding the media play-out of differences of opinion. 2 - a coherent approach to the media and public about what engineers can and cannot do in an emergency. 3 - more coherent approach to seismic assessments - both in emergency and non-emergency situations - to avoid costly differences of opinions for clients
Help change engineer license to better assess engineers.
Practice Mentoring

What are your biggest needs for 2017?

Guidance
Details of where claims are being made against other Consultants - ie. lessons learned.
Better understanding of the pipeline of work (especially from Govt) – regional and sector based data – maybe support Treasury in their infrastructure database – currently it's not enough to make business decisions with.
Support with growth, updated SFA
Ongoing communication and availability of assistance if needed.
Guidelines, Producer Statements and Updates
Good market data
clarity on health and safety in design
Guidance on health & safety in design and general health & safety issues
Network
More connection with medium sized companies
Connection and networking
Quality
Modify engineer license to license competence and not popularity.
Quality Assurance
Staffing
Qualified staff
Staff. quality clients and workload
Staff
More experienced engineers - like everyone I am sure!
Skilled structural engineers with NZ knowledge
More skilled resources
Maintaining the right level of employee numbers and mix between senior and junior staff. Also better managing the document delivery process especially with architects, and the frustrations with BIM and Revit processes.
Qualified staff
more staff
Staff recruitment of experienced Building Services Engineers
NZ experienced professional staff.
Still looking for Senior/Principal Geotechnical Engineer
additional professional structural engineers
Staff retention and recruitment of experienced and qualified engineers (ideally NZ experienced engineers)
Senior Geotechnical Engineers 15+ years' experience
More engineers
Staffing, quality management, health and safety
Recruitment
Experienced staff
Staff
Having trained professional staff
Nz experienced staff
Maintain Status Quo although still actively looking for another experienced engineer if the correct person came along.

Time
Time
More hours in the day
Training
Project management training
Training in Management and Communication for Engineers. Revit/BIM draughting staff
Training - suitable CPD courses - to meet CPEng requirements. Expect non-technical from ACENZ.
Leadership Training and continued exposure to government initiatives
Continue our staff training and skill development.
Workload
Stable building works
Less demanding work load.
A bit more work.
More work from industry
More design and less paper shuffling
More working hours
coping with high workload
Managing workload, health and safety initiatives
Other
Leadership of discussions among consulting engineers to create a collegial and collaborative approach. Devising and promoting a coherent approach to the Peer Review Process.
Support NCTIR to be effective and ensure consultant voices are heard.
To overcome legal and regulatory challenges
Clients to pay their bills

Any other comments?

Assistance from ACENZ with Auckland Council B2 requirements appreciated
ACENZ CEO should have regular meetings at grassroots level to understand what is happening with the industry.
ACENZ may need to accept additional responsibilities for representation of Engineers to government as IPENZ struggles with its credibility.
Information management and information overload are becoming difficult. Authorities, legislators etc can post information on the web willy nilly with the expectation that we are able to be fully aware of all the posts and the impact on our day to day business activities. Poorly drafted legislation that results in continual changes is a problem to keep track of - eg the number of revisions to the fire code. There is still too much that is subject to interpretation. Inconsistencies between Councils is an issue.
Would like the market analysis that was published in the past to continue.
You have special groups for big company interests but you don't have a group for small company interests.
I would like to see ACENZ take a position on the great issues of our time - climate change, bio diversity loss, etc.
Retiring this year. ACENZ has provided an excellent service over many years
Keep up the very Good work and enjoy the year ahead
As I am winding down my Practice towards retirement there are no great forward issues!
Very happy with ACENZ. Thank you.
Keep up the good work ACENZ team!!