



Personnel Survey

Summary of Results

as at 1st January 2016

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 2016, ACENZ received 112 surveys to date and have had 68 not respond. The 112 firms that responded employ 83% of the total staff member. For the firms that did not respond, we used their responses from their last submissions and those figures are represented in the numbers below.

	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007
TOTAL STAFF	10,510	9,889	10,172	9,645	9,116	8,561	9,021	8,926	9,217	8,485
TOTAL FIRM	180	171	175	173	169	169	174	175	166	175

	Graduate - NZ	Experienced - NZ (5-9 years)	Experienced - NZ (10+ years)	Employees Based Overseas
Engineers	1366	1203	2332	417
Architects	73	51	99	7
Planners	86	91	152	7
Land Surveyors	100	68	98	13
Valuers	2	3	3	1
Scientists	77	72	153	9
Management	6	8	416	31
IT Support	31	35	82	4
Finance/Sales/Marketing/Admin	132	357	508	66
Others	98	133	373	94
Contract Engineers	9	14	58	0
Other Contractors	22	7	55	0
CAD operators/draftspersons	180	252	384	57
Other Technicians	94	284	228	8
GRAND TOTAL	10,510			

Total Personnel	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007
Sole Practice	24	30	37	34	32	32	40	44	40	48
2 - 5	36	35	38	37	35	42	43	41	37	28
6 - 10	25	27	22	26	25	25	33	30	27	33
11 - 15	20	17	18	16	17	12	7	11	12	12
16 - 20	18	11	13	14	15	10	10	9	8	15
21 - 49	27	29	23	24	19	19	18	18	19	17
>50	30	25	24	22	20	20	23	22	23	22
TOTAL	180	174	175	173	167	169	174	175	166	175

Largest 15 Member Firms for years 2007 - 2016

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.

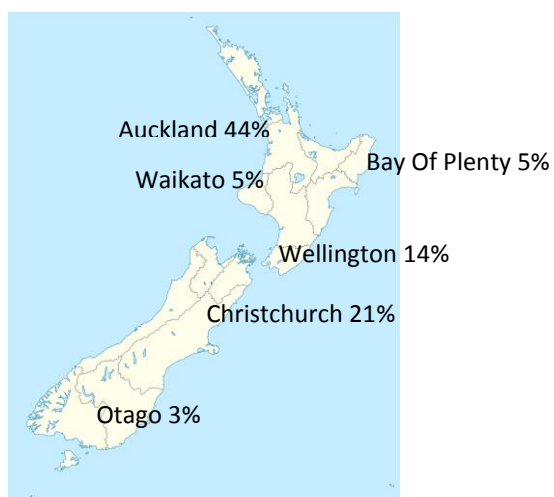
	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007
Beca	1	1	1	1	2	2	1	2	2	2
Opus	2	2	2	2	1	1	2	1	1	1
AECOM	3	3	5	5	4	4	7	7	9	8
Aurecon	4*	4	3	4	5	5	4	4	4	4
Tonkin & Taylor	5	6	7	6	8	8	10	10	8	9
MWH	6	5	4	3	3	3	3	3	3	3
GHD	7	7	6	8	6	6	6	6	6	6
Jacobs	8	8	8	7	7	7	8	8	7	5
Harrison Grierson	9	9	10	10	11	11	11	11	10	7
Holmes Group	10	10	11	11	12	12	12	12	13	12
Calibre	11	11	13	12	10	10	5*	5*	5	11
Babbage	12*	12	12	14	14	13*	13	13	12	13
Wood & Partners	13	14	X	15	X	X	X	X	X	X
Powell Fenwick Consultants	14	X	X	X	X	X	X	X	X	X
Riley Consultants	15	X	X	X	X	X	X	X	X	X

* Did not respond to the survey that year

X not on table in those years

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

ACENZ Membership by Region (by number of employed staff)



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?

Consultancy Conditions of Engagement in various forms

- Conditions with Councils especially in Auckland
- Get Council's and other large organisations to accept CCCS conditions
- Continued great work on conditions of engagement, and working to eliminate/mitigate the ongoing bespoke examples.

Producer Statements

- Make producer statements easier, better forms maybe.
- Auckland Council Producer Statement policy needs to be more balanced
- Easier to use producer statement templates.
- Producer Statement development and conditions of engagement
- Keep up the good work on negotiating with councils, particularly Auckland, regarding onerous producer statement conditions such as B2

Practice Notes with Regular Updates

- Specific advice regarding what exactly are small consulting practices required to implement to meet the impending health and safety legislation requirements.
- Identifying specific consultant responsibilities under new Health and Safety legislation
- Looking at client requirements to subscribe to Health & Safety pre-qualification systems (e.g. Auckland Transport requirement for ISNetwork)
- Health and Safety reforms
- Clarify H & S requirements for small firms
- Practice Note updates Health & Safety laws, Safety in engineering and employment issues
- Assist with H&S Practice - Clients are starting to proliferate a number of compliance systems and reporting requirements which is problematic and costly
- Liability, health and safety advice
- Continue to provide guidance and practice notes, short form style - bullet points for quick reference and reading
- Updates on local body regulatory requirements pertaining to their districts in respect to the Building Act and the Resource Management Act.

Lobbying Government

- Continue to Lobby Govt to reduce red tape
- Lobbying or negotiating with large Government or Public Organisations over their contract T & C's - e. Auckland Council & Ministry of Education

Newsletters and real-time alerts

- More regular updates on breaking news/changes in regulations etc

Collective sharing of information around market and industry issues

- Strong briefing about the interpretation of the salary survey results prior to them coming out

Regional meetings

- All good at present, but would value more than 1 visit to smaller centres per year. Not necessarily the President more than once. Kieren come and stop by Hamilton for the second visit!!

YP initiatives

- We would love to see more events to encourage the young engineers to network and get out into the industry.
- Enhanced young professionals' events, networking, growing all-rounders talent with strong technical but also 'soft'/leadership skills

Small Business Support

- Better support for small to medium business, most seems to focus around the needs of corporates
- Consider the needs for smaller consultants

Others

- Research and advice on how to deal with Clients who have old buildings in the 34% to 66% NBS EQ capacity range.
- Provide assistance with consents for work which is EQ triggered and is primarily structural but triggers fire and accessibility reports
- Continuing education for clients regarding liability expectations
succession planning
- I would like to see ACENZ take a lead on climate change. However I recognise that IPENZ, which would maybe be better suited to the role, is not proactive.
- Marketing the ACENZ brand as a Trusted Adviser
- Doing well/All good/Continue/Nothing in particular, ACENZ keeps us well informed/Generally happy with ACENZ services/None at the moment/

What are your biggest needs for 2016?

Staff

- A senior geotech engineer
- NZ qualified staff
- Qualified staff
- More local engineers
- Good quality Staff
- Experienced Staff
- Staffing
- CPEng engineers with NZ experience
- Contract staff on part time basis
- Good sound geotechnical engineers to get out of the main 3 centres and get some real, down to earth experience
- We are focusing on our organisational systems in order to gain greater efficiencies
- Growing young/mid-level leaders, developing organizational resilience

Training

- Education and courses for staff.
- Mentoring of Staff
- Fitting training in with current workloads
- Training (suitable CPD courses to meet CPEng requirements). Expect non-technical from ACENZ.
- Business Growth Support, Training and Professional Development

Resources

- Keeping on top of a busy workload
- Time
- Resources
- Help & money
- Staying healthy
- Ongoing communication and availability of assistance if needed

Health and safety

- Clear guidance on the Health and Safety Reform Bill and recommended means of compliance
- Keeping up to date with new legislation (eg Health & Safety) and MBIE guidelines and their impact on daily practice
- Aside from Recruitment, the biggest need will be support/practice note(s) on H & S for SME's
- Information on Health and Safety reforms
- Health and safety documentation

Economy

- Stable economic environment.
- Economic Activity Forecast by Region
- Market intelligence

Contracts

- Get Auckland Council to accept CCCS conditions
- H&S/Contract Conditions/Rewrite of CCCS Contract
- Promotion of industry standard contracts
- Help if needed with conditions of engagement.

Advocacy

- Advocacy at central and local government level, and a real need for these agencies to greatly simplify their procurement methods. Far too much industry time being wasted on very cumbersome procurement methods.

Producer Statements

- Maintaining/Updating Agreement Forms and Producer Statements

Costs Reduction

- A reduction in the overhead costs of being in business caused by "red tape" etc.

Developing Relationships

- Continued liaison with NZTA
- Building strong client partnerships, ensuring strong engagement across staff.
- Networking in NZ market and growing the market here

Others

- More work for the firm as several of our main industries have few new projects (elec generation, pulp & paper, mining)
- Development of up-to-date seismic charts in ASCE format
- Not much from ACENZ

Any other comments?

- Maybe an email alert if members are looking to relocate either company or location geographically
- ACENZ can try and get the school system changed. Poor school standards mean the University cannot teach adequately
- Keep influencing IPENZ and Government departments please
- All awards focus on very large projects, and are mostly structural, it would be good to have more diversity in categories. ACENZ has been very proactive when approached with industry related issues.
- We need ACENZ to continue to fight for the use of FAIR conditions of Contract i.e. CCCS
- Road shows have been useful for catch up with others in the industry.
- Generally pretty satisfied with Acenz. I would not run a consultancy without being a member, and i view Acenz as being my most useful industry organisation.
- Likely to retire this year. Other Members will have more important Industry issues than me!!
- Am actively involved in R & D on new construction methodology and construction materials - will advise further when appropriate.
- We need more of a visible return for our memberships fees- particularly in the areas identified above
- We get 'thrown' when some Councils seem to be 'writing' their own rules.
- I believe I may have 1 reasonably sized commission in 2016 and then will be full time retired!
- As new ACENZ members we are still learning the full capability of resources available from ACENZ however are very happy with the support we have experienced to date.
- Keep up the good work. Thanks.
- Keep up the good work!!
- Keep up the Great work ! and have fun along the way
- Yes - We value you all highly, those working in ACENZ Wellington office!
- All good thanks.
- Thank you for your ongoing support and inclusiveness!

