

# slice

for cafés, caterers and bakeries

## Raw materials prices

National survey: what cafés and bakeries are paying for basic supplies

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## Cellphones in the workplace

What to do about this growing nuisance

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## Blini

A versatile variation on the pancake for the café brunch menu

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## PLUS

- Seven new recipe ideas
  - How to get FREE membership of the BIANZ
-

Announcing

# BAKENZ 2009

THE BAKING INDUSTRY ASSOCIATION CONFERENCE

in association with NZ BAKELS

Wellington, 5 September 2009

## Competitions

- See the work of New Zealand's best bakers in the New Zealand Bakery of the Year® competition – entry Friday 4 September.
- See talented up-and-comers sweat it out in the exciting live bake-off in the final of the Weston Milling Trainee of the Year Competition.



## The Beat Girls

The Beat Girls, favourites at the 2006 conference, return to present a new high energy, fully choreographed and costumed show. They take the stage by storm with hits from the 60s to the 00s and by everyone from The Beatles and Abba to The B52s and Kylie Minogue.



## Networking (ie fun and games)

Meet old friends and new, talk shop, socialise and swap ideas, do deals, make promises and tell lies. Then do the whole glamour thing in your glad rags at the awards dinner.



## New twists

See new twists on old ideas for your café or bakery.



# AND MUCH MORE

Exciting guest speakers to inspire and inform, plus workshops and hands-on demonstrations to refresh your thinking, your enthusiasm and your business.

**Mark your diary now for the first weekend of September in Wellington.**

 **BAKELS**



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June 2009

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As txt and talk turn addictive for employees, Belinda Jeursen looks at ways to deal with the growing problem.

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# Necessity is the mother of invention

The first quarter of 2009 has already passed by and I've been hearing varied reports from bakeries on how business is going. Some say business is down by 20%, others say they are level with last year, and a few have told me they are actually up on last year despite the recession.

I was recently asked to take part in an exercise about success. We had to complete the following three statements: (1) People who are successful are... (2) When I am successful people will... (3) For me success means... It was a good reminder that success is about many things other than financial gain. The recession is undoubtedly real, even if it is not affecting everyone equally. The way we respond to it is up to us as individuals.

## Skills shortage

It is having some unwanted knock-on effects however. The Department of Labour has been reviewing their skills shortage lists, no doubt in response to increasing unemployment and pressure to retain jobs for New Zealand citizens and permanent residents.

BIANZ made a submission in 2007 to have baker added to the long-term skills shortages list. This was a direct result of appeals from our members and others in the industry who were struggling to find suitable employees. We did not succeed in getting onto the long-term list, why I don't know, but we did succeed in getting baker put on the short-term list for the entire country.

So we were rather surprised in March this year to find the Department considering removing baker altogether unless we

made another submission convincing them that there is still a shortage of baking skills out there.

I appealed to BIANZ members for evidence of their employment struggles and received plenty of replies that I have collated and sent to the Department for consideration.

I will keep you informed of the outcome of our submission. There may be more unemployed people in the pool, but it doesn't mean they have the inclination or skill required to work in baking.

## Fortification

Another issue that is shortly going to have a huge impact on our industry is the mandatory fortification of bread and bread products with folic acid and iodised salt.

Mandatory fortification comes into force from the end of September this year. BIANZ still strongly opposes this, particularly the addition of folic acid, but it is unlikely to be reversed now, so our job is to ensure our industry is informed and able to fulfil the requirements with the minimum of fuss.

Please see our article about fortification in this edition of *Slice*.

## Bakery of the Year

Our Bakery of the Year Competition will take place once again this year. Registration packs will be sent out later this year.

The competition will be judged at the annual BIANZ conference as usual.

## Conference

This year's conference is in Wellington on 5 September, and the conference committee has come up with some really wonderful ideas so far for events at the conference. We look forward to catching up with all of you who are part of the baking industry.

## Employment contracts

BIANZ now has a range of employment contracts available to our members, including an independent employment agreement, a fixed term contract and a casual employment contract. These are all tailored specifically for use in a baking environment and are regularly updated. Please contact me if you would like copies of these.

## Buying Group growing

Our Buying Group is also expanding. Members are encouraged to take advantage of the discounts offered by the Buying Group. I am also here to help members with any baking or business-related enquiries.

Don't hesitate to call or email.



# From the President

## JASON HEAVEN KEEPS IN TOUCH

Well, another Easter has passed and the word out in the market is that Easter was not all doom and gloom like the media would have us believe. After Easter, I spoke to a few bakers around the country and most were happy with their Easter trading, which is a very positive sign that things are on the up again.

I believe as long as you stand out from the rest, make a good quality product and add value to your customers' purchases, you will see these tough times through.

It's coming up to that busy time of the year again in the baking competition world with the Bakels Pie Awards, Weston's Trainee of the Year Awards and our own New Zealand Bakery of the Year, so please make the most of all these opportunities to shine in the bakery world.

I know it can be very frustrating sometimes when you think this is your year and it doesn't happen. My advice to you is keep on trying; your year is coming. Winning such events is not only good for your team's morale but is a huge market-

ing tool to help grow your business, and we all need that in this economic climate.

Judith Gray and her team are well under way with organising the 2009 Baking Conference to be held in Wellington. It's shaping up to be another fantastic event this year.

If you missed last year, I would suggest you make the effort this year and come along to meet some new people and talk to our valued suppliers who help to make this annual conference possible. You will have the opportunity to learn some new skills and even pick up some new ideas for your store. I know I personally get a lot out of networking with other bakers from around the country, chatting to them about the day-to-day life of owning a bakery or just trading product ideas.

I hope to see you there so I can catch up on what is happening in your part of the bakery world.

Happy baking.

Jason Heaven



## INBOX

*Express your opinion on matters affecting cafés and bakeries here with brief letters to the editor.*

*Letters and emails will be edited for clarity, style, spelling and grammar, so don't worry if you're not so hot with those.*

*This is your space. Use it.*

## Help with mandatory fortification

From 27 September 2009, commercially manufactured bread in New Zealand must be fortified with iodine and folic acid. Only organic bread will be excluded from this requirement. Bakers can add folic acid and iodised salt to bread prior to the implementation date.

BIANZ remains opposed to mandatory fortification of bread with folic acid and is concerned by the potential health risks for those who do not require extra folic acid and those who may exceed the recommended intake. However, with the final decision made and unlikely to be reversed, BIANZ's focus is on how mandatory fortification is implemented and how

it will be monitored once the regulations are in place.

Our role is to keep bakers informed of developments and requirements that affect their baking and their livelihood.

BIANZ urges all bakeries affected by these regulations to start making the required changes now as we are in the transition phase. Don't leave it to the last minute. Come 27 September it will be law.

Those bakeries considering ignoring the new regulations may be most at risk of being reported, not by inspectors, but by members of the public who make a complaint.

The Baking Industry Research Trust (BIRT) has been carrying out tests with NZ Bakels to determine the levels of folic acid to be added to flour to get the correct levels in baked products. BIRT Chairperson Annette Campbell says the best advice she can give bakers is to contact their ingredients supplier and discuss the issue with them. Annette believes folic acid is best added via a folic acid mix or as part of an improver.

Kerry Richards of NZ Bakels says that from 1 July, Bakels will have folic acid and iodised salt in all bread concentrates/bread improvers/bread premixes. They are currently selling a Bakels Folic Acid 15kg bag.



# news and views

## Your invitation has arrived

Bakels would like to cordially invite you to visit the Bakels stand (E11 in hall 16) at the upcoming IBA trade fair. IBA is the leading international trade fair for the bakery and confectionery trade, with over 970 exhibitors and 76,000 attendees over the 7 days.



Bakels will be demonstrating a range of new and improved products from throughout the Bakels group, specifically focusing on:

- premium indulgence
- health and well being
- value

NZ Bakels will have a number of representatives attending the show to discuss your business opportunities and we look forward to seeing you there.

## Bakery landlord slips free-cupcake rider into lease

From *The New York Daily News*

Call it the cupcake clause. A Manhattan landlord slipped a sweet stipulation into the lease of its new tenant, popular bakery chain Crumbs.

When drafting the lease for the shop on Third Avenue, landlord Jack Resnick & Sons requested a dozen of Crumbs' renowned cupcakes be delivered to its monthly sales meetings.

"It's a rider, as official as any of the others," Crumbs owner Jason Bauer said. "I obviously picked it up on the first read and got a chuckle."

## Many apprentices never qualify

A \$250 million NZ government job scheme is in for reorganisation following a report showing that fewer than one in 10 agriculture, forestry and fishing apprentices completes training within five years.

Education Minister Anne Tolley is unhappy with the findings of a Ministry of Education report, *Modern Apprentices Completion Analysis*, and is seeking advice on the scheme's future. The report reveals just one-third of all Modern Apprentices complete their training within five years.

Agriculture, forestry and fishing apprentices were the least likely to persevere, with just 9 per cent qualified after that time.

Those in professional, scientific and technical services had the highest completion rate of 44 per cent.

The 102 baking apprentices who started in the scheme in 2002 had an average 32 per cent completion rate in 2008, while the 107 starters in 2003 had a 43 per cent completion rate.

"I don't think that's very good value for government money and, more importantly, it doesn't represent a good outcome for the trainees in these courses," Tolley said.

Since its launch in 2001, the Modern Apprenticeships scheme has cost the country \$254m and 5821 people have completed apprenticeships. Its current cost is \$54m a year.

Tolley said the government was open-minded about changing the programme and making it more relevant to young people. This included offering shorter courses and different delivery methods.

The report showed the youngest apprentices were the least likely to complete training.

Tolley also announced in April that industry training organisations would be given more time to help trainees find jobs during the recession. If industry trainees were made redundant, they would now

remain active for funding purposes for 12 weeks, double the previous six-week limit.

The Modern Apprenticeships programme is aimed at those aged 16 to 21 who do workplace-based training, with funding from the Tertiary Education Commission.

About 4 per cent of school leavers move into Modern Apprenticeships.

## Calories on menus scheme in UK

From the BBC

Britain's Food Standards Agency (FSA) revealed in April the names of 18 restaurants and caterers taking part in its menu labelling trial this summer.



The scheme, initially covering calorie information, follows research carried out last year by the FSA, which revealed that consumers were in favour of seeing more nutritional information on menus or at the point of sale.

The FSA believed it was a natural next step from the information retailers provide on food packaging.

The companies taking part include such internationally known names as Burger King, KFC, Marks & Spencer Revive Cafés, Pizza Hut, Sainsbury's cafés, Subway, Unilever staff canteens and Wimpy.

# NEW products

## Volume stands free

**Burns & Ferrall** are pleased to introduce the Dimension series from Cossiga. The Dimension Series (D4) is a contemporary range of freestanding high volume display cabinets created to carry a large number of product lines.



Ideal for busy bakery environments, these cabinets can be rolled up to any fitted shop

fascia or used freestanding. Available in refrigerated and heated options, and cabinet panels can be customised to suit your décor. You can view the entire range at [www.burnsferrall.co.nz](http://www.burnsferrall.co.nz).



## Leamington makeover

For the last 50 years Leamington's have been either chocolate or raspberry flavoured. **NZ Bakels** have now introduced a Neutral Leamington dip which can be flavoured and coloured as desired.



This Neutral Leamington dip goes hand-in-hand with the full range

of Apito Flavouring pastes. Adding 8 per cent of any Apito flavouring paste to the made-up Leamington dip will produce a variety of flavours like chocolate, peppermint, fruit salad, Jaffa or lemon, in a variety of colours.

Bakels suggest making different coloured Leamington's for special occasions or events: red and green for Christmas, yellow for Easter and green for St Patrick's Day.



## New brands for Southern Hospitality

**Southern Hospitality Ltd** has recently been appointed the New Zealand agent for many of the world's leading brands of bakery equipment. They include Revent ovens from Sweden, Fritsch dough



### Revent 726 single rack oven.

sheeters, CRM creaming equipment, Boyen spraying equipment, Baktec water meters, Unifiller volumetric filling and food pumping equipment, Delta planetary mixers – from 5 to 80 litres – as well as many other famous brands of small equipment.

Southern Hospitality also markets the Paramount range of bakery equipment, Blue Seal cooking equipment and more than 10,000 other specialist food industry products.

According to Southern Hospitality Ltd's Bakery Equipment Manager, Clifford Banks, this makes the company one of New Zealand's leading bakery equipment supply companies. "We are now able to plan, quote, install and provide after sales service for complete bakery setups," says Mr Banks.

"With 13 branches and showrooms from Whangarei to Invercargill, we're the only company providing real national coverage and local service, anywhere in New Zealand."



## Airbrush with brilliance



**Starline Distributors** have announced a new line of cake decorating airbrush colours with a metallic-look "pearlised" appearance. The **Air Brush Pearl** range comes in seven colours including gold, silver and black.

Starline Distributors have been supplying the baking industry with hand tools, equipment and cake decorating supplies since 1927 and came into new ownership last year, leading to a renewal of product lines.

Look for even more new products and ideas from Starline as they expand their product range and network of suppliers through attending baking fairs such as IBA in Germany later in the year.

Starline Distributor's website, [www.starlinedistributors.co.nz](http://www.starlinedistributors.co.nz), is frequently updated with new products and information.



Starline Distributors 2008 Ltd

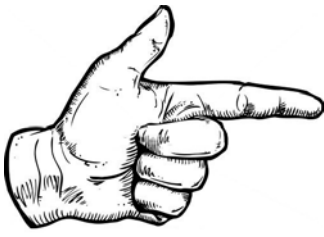
### Opportunity

Slice is looking for news from suppliers about new products and services.

We are offering free space to promote these with up to 150 words of copy plus a small photo (high resolution please) or branding – or maybe both.

Contact David Tossman  
davidt@bianz.co.nz  
04 801 9942

## From the government



# Fortify your bread

**B**read manufacturers, retailers and Food Act Officers now have access to a user guide to help them interpret and apply the requirements for the mandatory addition of folic acid and iodised salt to bread.

This guide includes information on which bread and bread products must contain folic acid and iodised salt, and the amounts that need to be added according to the new Standard. It also provides bread makers with information on labelling requirements and how to implement the Standard.

The New Zealand Food Safety Authority (NZFSA) has worked with industry to develop the user guide, and it is available to download from NZFSA's website at [www.nzfsa.govt.nz/processed-food-retail-sale/bakery-products/mandatory-user-guide/index.htm](http://www.nzfsa.govt.nz/processed-food-retail-sale/bakery-products/mandatory-user-guide/index.htm).

### When will mandatory folic acid and iodised salt fortification commence?

From 27 September 2009, commercially manufactured bread in New Zealand must be fortified with iodine and folic acid. Only organic bread will be excluded from this requirement.

Bakers can add folic acid and iodised salt to bread prior to the implementation date under the existing voluntary permissions in the Australia New Zealand Food Standards Code.

### What bread must contain folic acid and iodised salt?

Bread has been defined as a "product made by baking a yeast-leavened dough prepared from one or more cereal flours or meals and water".

Examples of bread products that must contain folic acid and iodised salt are:

- plain white, white high fibre, wholemeal and multigrain bread loaves, buns and rolls
- yeast-containing flat breads (eg, pita bread, naan bread)
- focaccia and pide (Turkish bread)

- bagels (white, wholemeal, sweet)
- topped breads, buns and rolls (eg, cheese and bacon rolls)
- sweet buns (eg, raspberry buns, boston buns)
- fruit breads and rolls
- yeast-containing baked English style muffins.

Changes to this definition are currently being considered to further clarify that mandatory fortification of bread does not include pizza bases, bread crumbs, pastries, cakes, biscuits and crackers.

### What amounts of folic acid and iodised salt do I need to add?

Bread that is covered by the new Standard must be fortified with 0.8–1.8 milligrams of folic acid per kilogram of bread (1 gram equals 1,000 milligrams).

Iodine will be added to bread by replacing salt with iodised salt. This doesn't apply to salt sprinkled on top of bread or to other ingredients containing salt used to make bread.

### How do I add folic acid and iodised salt to bread?

Bread manufacturers can choose the most suitable and cost-effective method of fortifying their product. For example, folic acid may be added through the use of a bread improver fortified with folic acid. Many bakery ingredient suppliers are developing premixes, bread improvers and concentrates fortified with folic acid and iodised salt. Talk to your ingredient supplier to find out about adding folic acid and iodised salt to your bread products.

### What additional labelling will be required?

Suppliers of bread need to list folic acid and iodised salt in the statement of ingredients in all breads that contain folic acid and iodised salt.

In some situations, products are exempt from the requirement to label with an ingredient list. These include:

- unpackaged food
- food made and packaged on the premises from which it is sold
- food packaged in the presence of the purchaser
- food in a small package (package with surface area of less than 100cm<sup>2</sup>).

Nutrition claims can be made for foods containing folic acid and iodised salt. However, certain compositional requirements must be met and a declaration made in the nutrition information panel (NIP).

Health claims can only be made in relation to folic acid, not iodine.

### How will the mandatory addition of folic acid and iodised salt to bread be assessed for compliance?

In order to show compliance, bread manufacturers are expected to keep records to show that folic acid and iodised salt have been added to bread products at the appropriate level. These records could include:

- information to prove that folic acid has been added in a quantity sufficient to meet the level required in the mandatory fortification Standard eg, a recipe
- evidence that the recipe is being adhered to
- evidence of relevant staff training
- evidence that folic acid or folic acid fortified pre-mix or improver and iodised salt is being used in the recipe eg, sales receipts
- results of analytical testing for folic acid content in bread samples
- use of food control plans/food safety programmes.

See the user guide on NZFSA's website [www.nzfsa.govt.nz/processed-food-retail-sale/bakery-products/mandatory-user-guide/index.htm](http://www.nzfsa.govt.nz/processed-food-retail-sale/bakery-products/mandatory-user-guide/index.htm). Food manufacturers can contact their Food Act Officer at their local council or Public Health Unit for further information.



# Uncovering the secret world of the 'Order of the Pie'

The Bakels New Zealand  
Supreme Pie Awards 2009

Dear Piemaker

It will soon be time to enter New Zealand's top baking competition!  
There are 11 entry categories, with 45 awards to be won and  
over \$18,000 in prize money.

Win an award in the Bakels New Zealand Supreme Pie Awards 2009  
and you will receive extensive media coverage, industry recognition and  
new sales opportunities plus be invited to enter the secret world of the  
'Order of the Pie'.

All entrants receive a free merchandise pack to maximise your  
customers' awareness that you are entering this year's Awards.

Watch out for your Call for Entries pack which will be sent out to you  
shortly - it contains all the details and this year's categories.

For more information see your NZ Bakels Bakery Advisor  
or call 0800 PIELINE (0800 743 546)



The 2009 Bakels New Zealand Supreme Pie Awards are proudly sponsored by



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PO Box 12-844, Penrose, Auckland 1642, New Zealand  
Telephone +64 9 579 6079 Facsimile +64 9 579 6056  
A member of the International BAKELS Group

# Cellphones in the workplace

Do people have an inalienable right to have their cellphone with them at all times, and to make use of it?

**Belinda Jeursen** thinks not.

Irritating ring tones. Loud conversations. Obsessive txtng. It's disruptive, it's annoying, it's everywhere. We've all felt that surge of indignation when someone's phone rings during a presentation, we're subjected to loud, inane conversations in a public place, or when the person you are with prefers txtng to talking with you.

Cellphones have dramatically altered the way business is done and our lives are led – the speed and timing of communication make a huge difference to what we can achieve in a day, but at least half the calls and txts we make and take could probably have waited until a more appropriate time, or not happened at all.

People used to have smoke breaks as a way of relaxing; these days they spend their time talking, txtng, emailing, playing games and surfing the internet, all on their cellphone. But I've also been hearing stories of staff members who

- disappear into the store room for to minutes
- spend a suspiciously long time in the toilet
- check their phone while they are supposed to be getting bread out of the oven, or, even worse
- continue txtng when a customer is waiting to be served.

If this is happening in your bakery or café you may need to look at instituting a workplace policy for cellphone use. Such a policy is legal, and it's being done in workplaces all over the world.

If a cellphone is not a necessary item for a staff member to carry out their job, that is, if the phone is for personal use only, it is perfectly fair to ask them to keep it in their bag and not on their person. If an employee has a phone with them while they're working, the temptation to answer will be greater, and the oven or mixer may be left to its own devices for

longer than intended. Even if the phone is for business use, you are entitled to ask staff members to turn off the ringer and set it to vibrate so that it doesn't annoy other employees. The line between personal and business calls, however, can be a blurry one for some people, causing further problems.

"What about emergencies?" employees might ask. Remind them that there was a time when we didn't have cellphones and people gave family members their work landline number in case of an emergency. There's no reason they can't do that now. Or if there is the chance of an emergency on a specific day, set the phone to vibrate and only answer calls from the person concerned. An emergency is when the employee's child falls ill, a family member has a serious accident or the house is on fire. Family gatherings and friends' relationship breakups do not constitute an emergency.



People regard their phone as part of themselves – it has all their personal information on it and makes them feel secure in an increasingly insecure world. They will be reluctant to part with it, but a written policy will give them clear guidelines to acceptable cellphone use at work.

Owners and managers need to set a good example to employees – don't take your phone to staff meetings and don't interrupt conversations with staff members or customers to take a call – people must take priority over phone calls.

And then there are those customers who insist on having loud conversations in shops and cafés. Why is it that, when using a cellphone in a public space, people speak as if they are on a long distance call from a remote village?

Many restaurants now ask patrons not to use their phones while dining. Why not adopt the same policy for your bakery or café? You are perfectly within your rights to ask a customer to leave your store if they are annoying other customers. But do it politely. It's about etiquette, a word that people seem to have forgotten in recent years – behaving in a way that doesn't irritate or inconvenience others.

In extreme cases, radio jamming equipment is being used. Jammers interrupt cellphone reception in certain areas. This is apparently not legal but it is not that expensive and is being used in theatres and restaurants where asking people to turn off their phones has not been effective.

If you want to have a cellphone use policy at work, here are some suggestions of what to include:

- Employees must leave personal cellphones in their bag or locker during working hours, allowing all calls to go to voice mail.
- Ringers must be turned off and the phone set to vibrate.
- Personal calls may be returned during authorised breaks and lunch hours.
- Employees are asked to use discretion when talking in public and communal areas.
- In the unusual occasion of an emergency that may require an employee's immediate attention, employees will be allowed to carry their personal cellphones in vibrate mode.
- Employees may not take personal camera cellphones into restrooms, locker rooms or any other areas where co-workers maintain a reasonable expectation of privacy.
- Camera phones are prohibited in any areas of the bakery or shop where other cameras are already prohibited. 📵

# YOUR KEY TO SUCCESS

## Weston Milling Trainee of the Year 2009 Competition

### Unlock the door to your future with Weston Milling, as we have the key to your baking career!

It's that time again; Weston Milling is running its annual Trainee of the Year competition whereby one lucky individual will take away the title for 2009. It was HUGE last year, and will only get bigger and better this year. You will not want to miss out on the opportunity of a lifetime!

This unique competition is aimed at getting the future generation of bakers and chef patisseries more involved in the baking industry. The industry, in recent years has seen a decline in baking and patisserie trainee numbers due to several factors in our changing workforce.

All baking and chef patisserie trainees are eligible to enter into this years competition, and its FREE to enter! 10 finalists will be found throughout the country and 1 lucky

individual will win the title of "The Weston Milling trainee of the Year 2009", announced at this year's Baking Industry Association of New Zealand conference in September, where our 10 finalists get to battle it off at our LIVE bake-off competition.

This is very exciting for all associates of the baking industry.  
SO ENTER NOW!



### PRIZES: \$14,500 WORTH

- \$4000 Weston Milling Australia trip
- \$2000 equipment
- \$2000 scholarship (we will contribute this to any other training they want to pursue during the year)
- \$1500 3 day Auckland mill trip
- \$1000 worth of mentoring from Weston Milling representatives
- \$2000 of Weston Milling product of their choice
- \$2000 weekend away for 2 in New Zealand

Represent Weston Milling at trade fairs, new product launches, competitions and the next Trainee of the Year awards and conference.

Media exposure through the industry, trade magazine publications, Weston Milling website and other editorials.

ENTRY FORM

NAME \_\_\_\_\_

PHONE (Mobile) \_\_\_\_\_ (Home) \_\_\_\_\_

MAILING ADDRESS (No PO Box numbers please) \_\_\_\_\_

CITY \_\_\_\_\_

EMAIL \_\_\_\_\_

Bakery/Employer/education institution in which you are completing your training  
(Name) \_\_\_\_\_ (Address) \_\_\_\_\_

Please send my entry box to my  Home address  Work address

I will be submitting the following products for entrance into the competition

You must submit TWO of the following categories

PASTRY  BREAD  CAKE

(please tick TWO only).

 **WESTON MILLING**  
A Tradition of Quality

Entry form needs to be returned by 8th June 2009.

Please send this through to:

Mail: PO Box 22-753, Otahuhu, Auckland 1640

Email: stacey.moss@westonmilling.co.nz

Thank-you for entering into this year's Weston Milling Trainee of the Year 2009 competition.

We will be in contact with you shortly.



# Unfair dismissal but employer escapes penalty

By Sarah Bradshaw

## McWhinnie v Avondale Golf Club Incorporated

A recent decision from the Employment Relations Authority indicates that, even in a situation where "it may be difficult to find a more unsatisfactory process if one tried", the actions of the employee can still be of such seriousness to justify no award being made against the employer.

Ms McWhinnie worked for the Avondale Golf Club Inc as office administrator. In May 2007 she injured her arm at home which resulted in her taking sick leave. During her absence, Mr Haggerty, the Golf Club president, telephoned Ms McWhinnie and asked for the passwords for the club's computer. The employee declined to give them. The conversation became heated and ended with the employee hanging up on Mr Haggerty.

A week later, Ms McWhinnie returned to work to provide a medical clearance and indicated she would return to work the following Monday. Mr Haggerty advised the employee he wished to meet with her and that she should bring a support person. The meeting took place the following day and the employee was told that the golf club had passed a motion of no confidence in her and that she would

be paid two weeks' pay in lieu of notice. The reason given for that was gross insubordination during the telephone conversation where the employee refused to disclose the passwords to the club computer system.

The employer expressed preference that Ms McWhinnie resign rather than be dismissed, however she refused to resign and said she would return to work on Monday as planned. She was advised she would be banned from the premises and that, due to her extraordinary reaction, an audit would be undertaken of the club's financial records. Ultimately, this audit revealed the employee had made unauthorised payments to herself in excess of \$32,000.

The employee raised a personal grievance on the basis of unjustifiable dismissal and disadvantage.

The Employment Relations Authority held that the decision to dismiss the employee had been made at a golf club management meeting with the employee being unaware that the decision was even in contemplation and without the possibility of her having any chance to have her views aired before the decision-maker. The employer's actions

were held to amount to an unjustified dismissal and to have disadvantaged the employee, but the Authority also held that the employee had contributed to the circumstances of her grievance. The golf club had a proprietary right to the passwords Ms McWhinnie refused to disclose. Her hanging up the phone on Mr Haggerty was also unacceptable.

As the employer had no knowledge of the financial irregularities at the time of the dismissal, this could not retrospectively justify its decision. The Authority stated that it was entitled to consider the subsequent discovery in relation to remedies because to do otherwise would allow the employee to benefit from her wrongdoing. On this basis, the contribution of the employee was assessed at 100 per cent. The only award made to the employee was for unpaid holiday pay, amounting to \$2095.89.



Sarah Bradshaw, Employers' Advocate  
MGZ Ltd

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## A reminder

### Rest, meal breaks and breastfeeding legislation

An amendment to the Employment Relations Act providing an entitlement to paid rest and unpaid meal breaks and breastfeeding at work took effect on April 1. This entitles employees to the following breaks:

- One paid 10 minute rest break for a work period between 2 and 4 hours;
- One paid 10 minute rest break and one unpaid 30 minute meal break for a work period of between 4 and 6 hours;
- Two paid 10 minute rest breaks and one unpaid 30 minute meal break for a work period of between 6 and 8 hours.

An employer and employee may agree when the breaks will be taken within the work period, failing which the legislation provides for the timing of the breaks to be evenly spread throughout the work period.

### Breastfeeding

In addition to these breaks, employers are required to provide breastfeeding breaks where reasonable and practicable. Breast feeding is stated by the legislation to include expressing breast milk. Employers are required to provide appropriate facilities for employees who are breastfeeding. Breastfeeding breaks are unpaid unless the parties agree otherwise. The legislation refers to a code of employment practice being approved relating to the employer's obligations to provide breastfeeding breaks and facilities. This is currently being developed by the Department of Labour and will be published once approved by the Minister of Labour.

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# A tale of two cafés

by David Tossman

It was the worst of times for Murray Thessman, forced to close his cake shop in February in the face of soaring rents. He was the last owner of Wellington's oldest cakeshop, the Dorothy.

The Dorothy Cakeshop in Cuba Street dates back to 1930. It was named after Dorothy West, who ran a number of cakeshops at the time.

Henk and Mineke Rood bought Dorothy from its original owners in 1957 and ran it for 35 years till Henk's son, Robert, and his wife, Jacqueline, took over. The Roods leased the shop to Mike and Liz Ross in 2002, charging \$18,000 a year in rent. According to Wellington's Dominion Post, the rent doubled three months later as the Roods prepared to sell the building. It was bought by Young Family Investments later that year. Mr and Mrs Ross could not keep up with the rising costs and gave up the business in 2004.

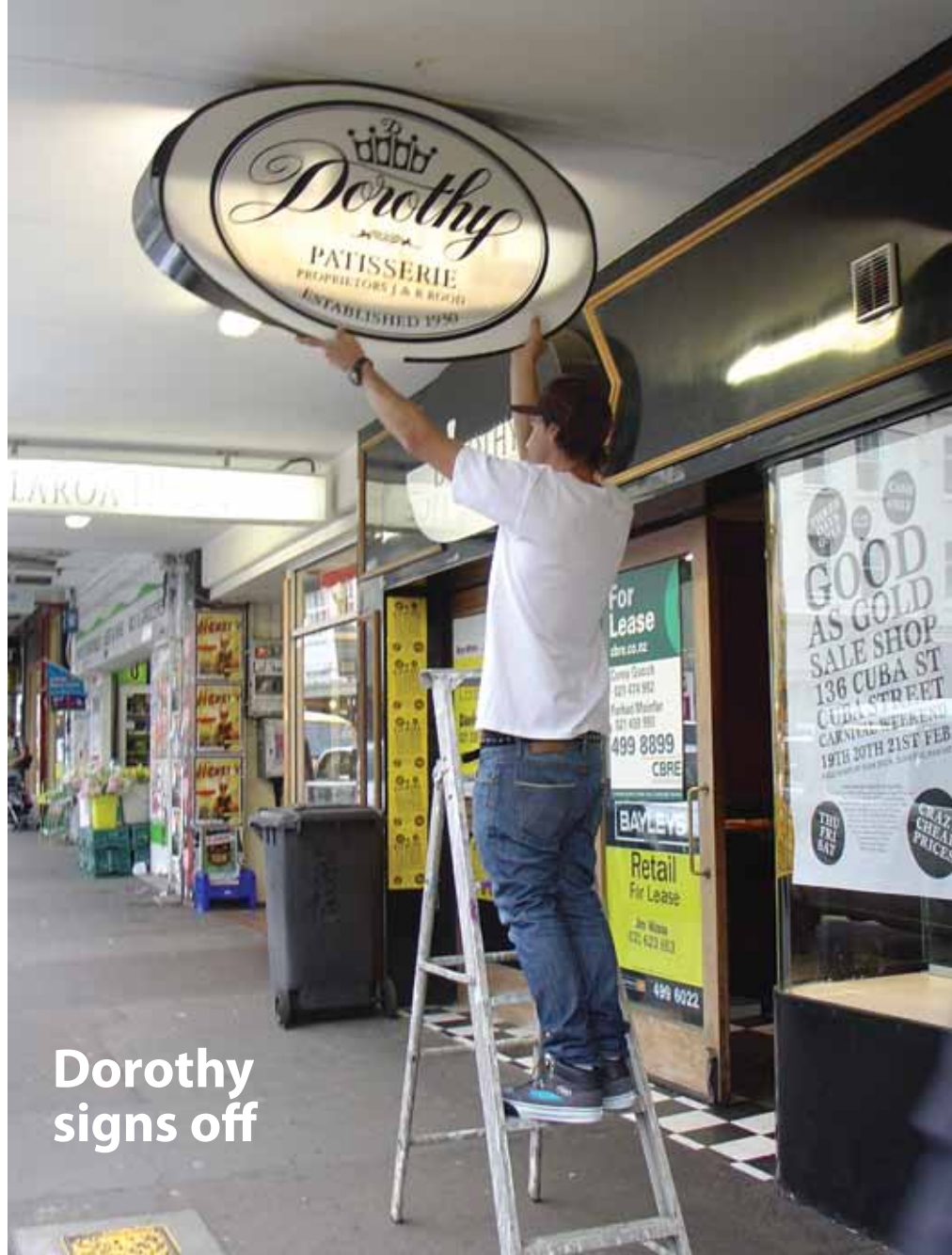
Murray Thessman took over the lease from the Ross family at \$53,000 a year. It had risen to more than \$85,000 when he shut down, and Mr Thessman told the Dominion Post he was still weighing up his options. "I've been working 16- or 17-hour days for the last three months, so I'll be taking a rest and thinking about what to do next."

Gin Young, co-director of Young Family Investments, told the paper that he had tried to persuade Mr Thessman to stay, offering him what he considered a reasonable rent reduction. "Any business needs to move on with the times, and this particular business has not kept up," he said.

Mr Thessman told this writer that Mr Young had suggested he work harder, a suggestion he intensely resented but this was all part of a bitter dispute that had gone on for several years.

The building had been purpose-built for Dorothy by the Roods in the 1960s. The cakeshop had a small café area at the front but work was concentrated in the traditional patisserie and baking side of the business.

You would be hard-pressed to find evidence of a recession with a casual look at Cuba Street at present. It fairly buzzes day and night with a profusion of cafés, restaurants, bars, frock shops and curio dealers. Amongst the trendier shops,



## Dorothy signs off

several cheaper bakery-café also appear to prosper. In March, the biennial Cuba Street Carnival attracted 120,000 people to the area. Dorothy had been closed for just days when an enterprising clothing retailer took it over for the duration of the carnival, proclaiming it "The Good as Gold Sale Shop" and disposing of his excess stock in two days.

Meanwhile in nearby Courtenay Place, another landlord-versus-tenant drama was about to play out. This time it wasn't the rent, just an unexplained decision by the landlord to end the tenancy for EspressoHolic, a café that had been there for 18 years, with just a month's notice.

EspressoHolic was something of a pioneer when it started 21 years previously, one of the first of the new era espresso cafés in Wellington. (Espresso machines were plentiful around New Zealand during the coffee bar boom of the 1950s but they had all disappeared by about 1970.)

EspressoHolic manager Leighton Dunlop told the Dominion Post that although the café was paying above market rent at \$180,000 a year plus gst, he had been willing to pay more.

The café, with its quiet courtyard and graffiti-style decor, had done well. Mr Dunlop and owner Mrs Majida Tooma told the newspaper they would love to reopen the café somewhere else, but they had to find premises with the "right feel".

So guess what.

EspressoHolic's contractors began ripping through the old Dorothy bakery in early April, revealing a back courtyard and turning it, and most of the old bakehouse and chiller area, about three-quarters of the total floor area, into seating space.

The new café is due to open about the time this issue goes to print. Clearly, the price of mid-city ground floor space makes anything but solid retailing now impractical.

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I/we would like to be enrolled as a member of the Baking Industry Association of New Zealand (BIANZ) and gain the rights and privileges of membership accorded to my membership type, and in doing so acknowledge the following:

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2. That materials and resources including any Food Safety Manual provided by BIANZ remain the property of BIANZ. I/we will not permit any unauthorised copying or other reproduction of this material nor allow this material to be used other than by members of the BIANZ or their employees. When membership is terminated all such materials and resources including any Food Safety Manual is to be returned to the BIANZ within five working days of termination of membership.

Signature of authorised person(s) \_\_\_\_\_

Date / /20\_\_\_

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## SIDE ISSUE

Benefits of blueberries



For bakery product developers in the US, 2009 may be the Year of the Blueberry because abundant supplies are ensuring availability and great value, according to the US Highbush Blueberry Council. US consumers are well acquainted with the healthful benefits of blueberries, and last year more than 1,300 blueberry containing products entered the market, the Highbush Council reports.

Research links blueberries to brain health, cancer prevention, heart health, urinary tract health and improved night vision, according to Maine Wild Blueberry Co.

The book *Fourteen Foods That Will Change Your Life – Superfoods RX*, by Steven Pratt and Kathy Matthews, refers to blueberries as “brainberries”. In animal studies, researchers have found blueberries help protect the brain from oxidative stress and may reduce the effects of age-related conditions.

A study by Jim Joseph, a neuroscientist with the USDA, Boston, found that when mice that had been genetically altered to have Alzheimer’s were placed on a blueberry diet, they did not experience memory loss.

# How to get free BIANZ membership

### Get the buying group working for you. You might be surprised.

by Michael Gray

I can’t believe how few of our members take advantage of our Buying Group partners. By using this partnership system, you should be able to not only recoup your BIANZ membership sub but also fund a large proportion, if not all, of the annual conference.

Most members don’t take into consideration the rebate and discount that they receive when weighing up who has the best prices. But I can’t stress enough that you must do this. You will be very pleasantly surprised.

NZ Bakels, our only Platinum partner, has a nationwide team of experienced reps offering great technical support.

By my buying smart, New Zealand Bakels pays my membership fee several times over just in rebates.

Remember that, when calculating the price of products, take into account the rebate you will receive and factor that into your cost of raw materials.

Thinking of reinvesting in some new equipment? You can get great discounts from Southern Hospitality or Burns & Ferrall.


Just the other day I had to buy a mop bucket, and the money I might have spent on petrol getting to where I could buy one was given back to me three times over through the BIANZ discount.

Remind your suppliers that you are a BIANZ member.

Flour must be a substantial cost to every bakery business, and now that Weston Milling have committed to a Gold level partnership, you can make a saving on it.

All you have to do is call the team at Weston’s and quote your association membership number. They will then inform you of the price that has been negotiated.

This partnership is an important one to support as they are also a major sponsor of the Apprentice of the Year competition hosted annually at the BIANZ conference.

Take a look at the back of this issue of *Slice* and see which suppliers can help you save money and make the most of your investment in the association. 

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# Raw materials prices survey

Per Kilogram	Average price	Highest	Lowest
Grated Cheese	\$6.75	\$9.80	\$3.75
Diced Beef	\$7.78	\$11.50	\$5.50
Minced Beef	\$6.25	\$7.95	\$4.45
Sausage Meat	\$3.80	\$5.95	\$2.40
Pasteurised Egg Pulp	\$4.06	\$8.00	\$2.44
Sugar	\$1.06	\$1.39	\$0.79
Butter	\$4.82	\$6.90	\$1.22
Roasted Coffee Beans	\$29.25	\$34.00	\$21.30
Per 2 Litres			
Blue Top Milk	\$2.97	\$4.36	\$2.09
Cream (Red Top)	\$6.31	\$8.50	\$4.50
Per Tray Of 30			
Eggs all sizes	\$6.11	\$7.50	\$4.50
Eggs size 6	\$6.10	\$7.00	\$5.00
Eggs commercial	\$5.74	\$7.50	\$4.50
Per month			
Eftpos Terminal	\$47.48	\$87.51	\$12.50

The survey ran on the internet during the first half of April. It garnered 36 responses from 17 retailers (five of them principally café operations), 15 wholesale bakeries and four declaring themselves about 50-50 wholesale/retail.

The lower prices tend naturally to be enjoyed those with larger operations but the differences in general were not great. Quality appears to be a much bigger factor in pricing than the size of the order.

One respondent said: "As a gourmet pie maker, we are buying top end ingredients eg whole sausages rather than sausage meat. Only use diced beef not mince etc. Most prices are still going up but it does pay to shop around!" Another noted that they "bought their butter and eggs in pallet prices" yet the prices they were paying were close to average.

Some responses were so far away from normal that they must have been miscalculated. These obvious errors were eliminated nevertheless some of the extreme highest and lowest figures may still be unreliable.

One retailer noted that they own their own eftpos terminal.

## Other notes and comments

Respondents were asked to add their own notes and comments. These were some of them:

- Business is good, customer count is increasing. The average dollar spent has increased slightly. Staffing is the main issue, as skilled labour is hard to find, even if you are willing to pay. There is no one who wants to work. This is now proving costly.
- Business is very good despite the so called R word. We are 18% up on last year and I expect this growth to continue in the ensuing months.
- We are confused by the rate of increase of commodity prices (which was extremely rapid, due, we are told, to rapid increases in world commodity prices) and the subsequent extremely slow drop in those same prices.

## Thanks to:

Bakermans of Fendalton  
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 Rangiora Bakery  
 Rob's Patisserie  
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 Tairua Bakery  
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 Waikato Cakes Ltd  
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The Food Nerd

From page 18

1. Cochineal
  2. The percentage of total solids in solution –
  3. The beans are recovered from the drop-pings of a marsupial animal that eats only the finest beans
  4. Avocado
5. Houses of Parliament
  6. Broche
  7. Caraway
  8. Pomegranate
  9. Sarah-Kate Lynch
  10. Cornish paste

Answers

# Recipes

## German quark apricot baked cheesecake

by Marcus Braun

Quark is a European style soft white fresh cheese. It generally only contains 2% fat which is ideal for low fat desserts and is particularly good for baked cheesecakes.

It is the consistency of a soft ricotta cheese and a similar flavour of both ricotta and mascarpone.

### Pastry for base

Qty	Unit	Ingredient
155	g	Soft Flour
50	g	Icing Sugar
90	g	Butter
1		Egg Yolk

### Method

1. Rub the butter into the sieved flour and icing sugar.
2. Add the yolk and bind the dough together.
3. Wrap and chill for 15 minutes before using.

### Quark filling

Qty	Unit	Ingredient
300	g	Quark
1		Egg
95	g	Castor Sugar
5	g	Custard Powder
5	g	Vanilla Essence
100	g	Milk
25	g	Lemon Juice
30	g	Melted Butter
Qty		Apricot Halves
Qty		Barkers Apricot Filling

### Method

1. Soften the quark with a wooden spoon.
2. Mix the egg, sugar, custard powder, lemon juice and vanilla together and mix into the softened quark.
3. Mix the milk and melted butter together and mix into the quark mixture.



### Assembly of quark cheesecake

1. Line a 20 cm flan ring with the pastry and blind bake the pastry.
2. Spread a small quantity of apricot filling over the base of the pastry.
3. Fill the quark filling over the apricot filling and place apricot halves upside down onto the surface of the quark filling and bake at 165° C until just set.
4. Allow to cool before removing from flan ring and place into chiller to set.
5. Glaze with apricot glaze to serve.



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# Meaty Rolls — with a bit of a Thai twist

by Michael Gray

## Ingredients

Coarse mince	5 kg
Sausage meat	5 kg
Bread crumbs	1 kg
Tomato sauce	1 ltr
Mashed potato	1.5 Kg
Diced onion	1.5 Kg
Tomato paste	0.2 Kg
Italian herbs	0.05Kg
Cajun seasoning	0.05 Kg
Salt	0.05 Kg
Garlic	0.05 Kg



The use of garlic, chili, coriander and fish sauce to salt the chicken filling adds a distinctly Thai flavour.

Serve these hot with some Thai sweet chili sauce.

## Ingredients

Minced chicken	4 kg
Eggs	8 eggs
Fish sauce	140 ml
Onion, diced	200 g
Chili paste	10 g
Finely chopped coriander	115 g
Grams of crushed garlic	20 g



Sesame seeds or cumin seeds for sprinkling

## Method

1. Mix all ingredients together and pipe twice the thickness of a sausage roll.
2. Roll the pastry up, give a good egg wash and sprinkle with sesame seeds.
3. Cut approximately 150 mm.

Sell for no less than \$3.20

## Method

1. Add the ground chicken, chopped coriander, chili, egg, fish sauce and crushed garlic to the mixer.
2. Mix until it becomes relatively smooth like sausage meat.
3. Pipe like ordinary sausage rolls
4. Brush the tops of the sausage rolls with beaten egg and then sprinkle on sesame or cumin seeds.
5. Place the rolls on the lined baking sheet and bake for 20–25 minutes or until golden brown. Please ensure chicken is cooked thoroughly.

Sell for no less than \$3.20.



## The Food Nerd

We all work in a vibrant industry where food has become such an important part of our lives and livelihoods, but how much do we really know about food in a wider context?

Self-confessed 'Food Nerd' Dennis Taylor has researched and assembled an extensive collection of food-related questions that cover a range of related fields including history, anatomy, science, the arts, sports and much more.

Test yourself and your colleagues to see if you qualify as a food nerd in this first series of questions.

1. What is the name of the food colouring derived from a female parasite that lives, mates and subsequently dies on a variety of cactus?
2. What does a refractometer measure?
3. The world's most expensive coffee is called Kopi Luwak. What is so distinctive about the processing of this coffee that makes it so expensive?
4. What is another name for an alligator pear?
5. What do the letters HP stand for on an HP sauce bottle?
6. The name of a baked yeast product is used to describe a knitting pattern involving tucked stitches ie yarn overs that are knitted together with a slipped stitch from the previous row. Name the yeast product.
7. What is the distinct flavour associated with the liqueur Kummel?
8. What fruit is used in the production of grenadine?
9. Who wrote the novels *Eating with the Angels* and *By Bread Alone*?
10. What is an Oggy?

Answers on page 15

# Linzer torte

by Mike Meaclem

The Linzer tart (or torte, depending on which part of the world you come from) is one of my favourite pastries.



You can use either ground almonds or hazelnuts. This is purely a personal preference. In this recipe I used ground almonds.

Nuts really are the baker's friend; they add nutritional properties, great flavour and textures, and also have excellent keeping qualities. Nuts are very hygroscopic, that is, they attract moisture, keeping the baked item from drying out. In fact it would be advisable to leave this tart overnight before serving just to give the nutty flavours time to come through.

This recipe differs from most with the dough being piped into the flan. You could adjust the recipe by adding more nuts to firm it for rolling but if you are quick at piping, this method is great. The original recipe uses red currant jelly; I simply replaced this with a quality raspberry preserve from our good friends at Barkers Fruit processing. I also used some pistachio nuts for decoration, for no other reason than their beautiful colour.

I found this recipe in my favourite pastry book, *The Professional Pastry Chef*, 3rd edition, by Bo Friberg.

## History

The Linzer torte, named after the city of Linz, Austria, is the oldest-known torte or cake recipe in the world. For a long time, a recipe from 1696 in the Vienna Stadt-und Landesbibliothek was the oldest known. In 2005, however, Waltraud Faißner, the library director of the Upper Austrian Landesmuseum and author of the book *Wie man die Linzer Dortten macht (How to make the Linzer Torte)* found an even older recipe, one dating from 1653, in the archive of the Admont Abbey.

I hope you enjoy this recipe with a nice cup of coffee.

Happy Baking  
Mike Meaclem

Qty	Unit	Ingredient
620	g	Butter soft
570	g	Sugar
150	g or 3	Egg
8	g	Cocoa
4	g	Cinnamon
2	g	Cloves
460	g	Flour bakers
620	g	Ground roasted hazelnut or almonds
18	g or 3	Lemons zested
60	g	Flour bakers

**Yield:** 3 × 25 centimetre flans, each flan to be portioned into 12 slices



## Method

1. Cream butter and sugar until light, add warmed eggs slowly.
2. Sift spices, cocoa and first measure of flour. Mix with hazelnuts or almonds and lemon zest then add to butter mixture.
3. Weigh off 1 kg of dough and add the second measure of flour to this. Reserve at room temperature. This will be used to pipe the lattice top on the tart.
4. With the balance pipe a circle of dough into base of flan, using an 8 mm tube. Par-bake for approximately 15 minutes at 190°C until just brown. Leave to cool.
5. Add raspberry preserve leaving a 1 cm border around the outside edge.
6. Pipe lattice top onto the jam evenly leaving a 1.5 cm gap between lattices.
7. Pipe a pearl drop around the outside edge to seal jam and lattice. Bake at 190°C for approximately 25 minutes until golden brown.
8. Glaze with an apricot glaze and sprinkle with pistachio nuts.



Recipe

# Autumn apple and raspberry bread



Traditionally autumn has been associated with apple breads, cakes and puddings. For this article I have chosen this bread not only for its contrast of flavours but also for its excellent visual appeal. The same methods can also be useful with other different flavoured doughs such as chocolate and caramel brioche, herb and pumpkin breads and different grain doughs.

Both dough recipes are the same except for the fruit pulps. (Make separately)

Raspberry dough recipe		Apple dough recipe	
Ingredients	Weight	Ingredients	Weight
White strong flour	1000 g	White strong flour	1000 g
Salt	20 g	Salt	20 g
Sugar	40 g	Sugar	40 g
Milk powder	12 g	Milk powder	12 g
Yeast (instant)	20 g	Yeast (instant)	20 g
Soft butter	20 g	Soft butter	20 g
1 Whole egg	60 g	1 Whole egg	60 g
Raspberry pulp	300 g	Apple pulp	300 g
Water ( variable )	400 g	Water (variable)	400 g

Makes: 2 x 800 gram loaves in 240 mm x 170 mm loaf tins.

Water may vary depending upon the consistency of the fruit pulp and the strength or absorption level in the flour. Use water temperature of approximately 30°C.

### Method

1. Place fruit pulp, egg and water into the bottom of the mixing bowl.
2. Sprinkle the yeast on the liquids followed by the rest of the dry ingredients.
3. Using a spiral mixer, mix dough for 2 minutes on slow speed and 6–8 minutes on 2nd speed or until the dough is fully developed.
4. Remove the dough from the mixer and rest, covered on the bench, for 5 minutes.
5. Divide and mould both of the doughs into 4 x 200 gram pieces. There should be 4 raspberry pieces (red coloured) and 4 apple dough pieces (light coloured).
6. Give the dough pieces a further 30 minutes rest or intermediate proof.

### Assembly

1. After the dough is fully rested, roll all 8 pieces into squares or rectangles the same size and shape of the bread tin to be used.
2. Cut each dough piece into 6 even strips. These can be cut across the length or width.
3. There will be 48 even strips of dough, 24 red and 24 light coloured.
4. Alternating the colours or flavours, place 8 strips, 1 layer, across the bottoms of the 2 tins. Take care there is not too much flour on the surface of the doughs or they will not stick together well and will dry out the finished loaf.

5. Place a second layer of dough strips on top of the first layer, once again alternating the dough colours or flavours.
6. Place a third layer of dough strips on top of the second layer, once again alternating, the same as the first layer.
7. Press the dough firmly and evenly into the tin. There should be 24 dough strips per tin.
8. Proof the dough for 40 minutes or until it is soft to touch but still has a little spring in it. If it is too firm to touch when it is baked it will blow the loaf apart and the topping will fall off.
9. Sprinkle crumble topping, diced apple pieces and some raspberries evenly over the surface of the bread.
10. Bake at 190–200°C for approximately 40 minutes. Let cool in the tins for 15 minutes before taking out to finish cooling.



### Crumble topping

Ingredients	Weight
Standard bakers flour	200 g
Granulated sugar	200 g
Diced firm butter	200 g

### Method

Gently blend or rub all of the ingredients together to form an even crumbly mixture. Take care: too much mixing will result in turning the crumble into a dough.



# Your basic blini

A versatile variation on the pancake for the cafe brunch menu

Blini is actually the plural form of the Russian blin: a pancake, but in café-speak most people would use “one blini”, “two blinis”.

**Equipment:** A mixing bowl that can take at least twice the volume of ingredients; heavy-duty cast-iron pans or griddle; at least three 70 mm cutters.

## Recipe

(makes about 90)

### Dry ingredients

Ingredients	Quantity
Strong white flour	450 g
Self-activating dried yeast	14 g
Sugar	10 g
Salt	10 g

### Optional ingredients

Caraway seeds	1 tsp
Lemon zest, finely diced	2 strips

### Moist ingredients

Standard eggs, separated	6
Sour cream	300 ml
Milk	550 ml

### For cooking

About 250g melted clarified butter

## Method

1. Sift the flour. Combine with the other dry ingredients.
2. Add the egg yolks, sour cream and milk.
3. Beat the mixture until smooth – exactly as if it were a pancake batter. There is no advantage in overbeating or whisking it. Wipe or scrape any batter from the sides of the bowl, as it would dry out during the proving process.
4. Cover batter with a sheet of film and leave to prove.

### Proving

This is one of the critical steps. The mixture isn't like bread dough – it won't

double in volume – but it has to froth. Depending on the kitchen/ pastry temperature (as well as the temperature of ingredients) it will take upwards of 2 hours. The batter is ready when the surface is covered with small bubbles 1–2 mm in diameter.

### Adding the egg whites

Whisk the egg whites until they foam, whiten and increase in volume. They mustn't be firm enough to hold their shape on the whisk. They should have a dropping consistency similar to the batter so that they can be incorporated without breaking it up.

Fold whites into the mixture. The surface will be blistered with bubbles that are twice the size of those that covered it before adding whites.

### Frying the blinis

A solid top is ideal for frying blinis. The pan should be hot enough to set the batter on contact, but not so hot that the base burns before the middle has cooked through. Always work with clarified butter rather than oil; partly it's traditional, partly it gives a better taste, partly it's easier to work with because oil can, almost imperceptibly, become too hot.

Russians have a proverb: “The first blini is a lump.” It's equivalent to our “practice makes perfect.” When you start to fry a batch of blinis, don't worry if the first few don't turn out perfectly. Once you get the right temperature in the pan, as with most batter products, the result is consistent.

### To make each one

Preheat the pan. Stand the 70 mm metal hoop or cutter on it. Brush the pan and inside of the hoop with clarified butter. When the butter starts sizzling (almost at once), ladle 40 ml of batter into the cutter.

You can tell that the blini is ready to turn over by three separate pointers: the bubbles on top have burst (they're smaller than on a crumpet); the batter in the centre is almost dry; the top edge has cooked. Don't expect the blini to puff up. It will be about 1 cm thick.



Remove the hoop. Turn over the blini to finish cooking. If you have the pan at the right temperature, each one takes 3–4 minutes to fry.

It should be golden brown on both sides, but one will have the popped bubbles and the other will be flat.

Blinis should always be presented to the customer warm. Some restaurants use a silver chafing dish.

You can prepare the blinis in advance of service and reheat them, but they should be eaten the same day. They also freeze well.

Some cafés keep a back-up batch in the freezer, wrapped in pairs.

## Serving suggestions

Blinis can form the base for savoury or sweet toppings. Caviar or smoked salmon are traditional. Mascarpone goes well.

- They are great simply topped with tapenade, humus, taramasalata, tzatziki or guacamole.
- Spread a blini with smoked salmon paté garnished with a lemon wedge and dill sprig.
- For a goatherd's delight, mix goat cheese, chopped sun-dried tomatoes, a pinch or three of fresh thyme and fresh chives plus a little garlic. Blend and spread on blinis with a garnish from your selection of cherry tomatoes, green grapes, fresh parsley, walnuts, paprika powder.
- For a mini burger deluxe, spread a blini with crème fraîche, add a layer of smoked fish and/or caviar, and cover with another blini.



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# Bánh mì next?

by David Tossman

Even the humble sandwich is a fashion item.

If a sandwich can be defined as anything made by holding other food inside bread, then hamburgers, filled rolls, panini and wraps are all sandwiches and there is no end to the possible varieties of sandwich you might make.

The sandwiches you're likely to sell, however, are at least partly a matter of what's trendy, certainly in the trendier parts of town. Panini? So 2001 darling. Filled rolls? Definitely last century!

So what's new? If American trends are anything to go by, and they usually are, bánh mì is (are?) the next hot thing.

America has long taken the sandwich to extremes. Having invented or reinvented the hot dog, the hamburger, the muffuletta, the dagwood, the club sandwich and the BLT, they went on to invent the submarine – otherwise known in different parts of the country and with some variations of fillings as the Rueben, the hoagie, the po' boy, the hero and the sub.

(This is not to take anything away from the great sandwiches of other nations – the delicate classic English cucumber sandwich, the hearty chip butty, the bun kebab of Pakistan, the croque-monsieur of France, Uruguay's chivito, the Middle East's shawarmas and doner kebabs and so on – just to note that what America eats now the world will probably eat soon.)

Bánh mì, according to Wikipedia, is a Vietnamese baguette made with wheat and rice flour, as well as a type of sandwich traditionally made with this type of baguette.

The baguette is no stranger to Vietnam, since France ran the country (along with Cambodia and Laos) as French Indo-China for more than 60 years.



The bánh mì sandwich, says Wikipedia, is typically made up of thinly sliced pickled carrots and daikon (Japanese radish), onions, cucumbers, coriander, jalapeño peppers and meat or tofu. Popular bánh mì fillings include roasted or grilled pork, ham, pâté, mayonnaise, chicken, and brawn.

Most bánh mì sandwiches contain a Vietnamese mayonnaise-like spread that is a mixture of egg yolk, cooking oil or butter, and sometimes spices.

New York's bánh mì shops have come into their second generation – opened by restaurateurs other than first-generation immigrants – in neighbourhoods city-wide. They used to be concentrated in Manhattan's Chinatown and similar ethnic areas but they're suddenly everywhere with the food fabricated by Vietnamese-Americans or even whipped up by local celebrity chefs.

All the ingredients or very close approximations to them are available here in New Zealand. 🇳🇿



## Bánh mì unstacked

1. A fresh baguette with crackly crust.
2. Optional chillies, most often jalapenos in New York.
3. Ham made with a bit of pig's ear, for crunch.
4. Steamed pork roll seasoned with fish sauce.
5. Minced barbecued pork (nem nuong) with a sweet glaze.
6. Pickled carrots and daikon radish.
7. Cucumber – thin slices or thick spears.
8. Fresh coriander.
9. Pork liver pâté – peppery and spreadable.



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