

# slice

Issue 48: March 2021



- The Great Hot Cross Bun Competition
- 2021 Time for a Fresh Start
- Spotlight on The Cookie Project



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from across New Zealand.

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Bun 2021 winner - Artisan  
by Rangiora Bakery.**

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# President's Report

I know that it's a relatively obvious statement but 'Covid sucks!'. For most people I talk to, the impacts haven't been anywhere near as dire as we all originally thought they would be. While there are some businesses that are having a tough time, others are doing better than they have for years.

The 'suckyness' (if that's a word) of the situation has a few ingredients. There is the constant unknown, which causes havoc with planning, budgeting, and forecasting as well as resulting in lots of shoulder shrugging in the accountant's office – "what's the [insert time period] expected to look like?". Shoulder shrug. "How much should we budget for...?" Shoulder shrug. "Should we plan to...?" Shoulder shrug. "Can we afford to...?" when the response is likely something like "Now? Sure, tomorrow?" Shoulder shrug.

There is the continued struggle with the communication from the Government as well as the seeming inability to recognise the concept of a bakery. Yet again the communication comes out for butchers, grocers, cafes etc. but bakeries are lost in the fog somewhere. We keep making noise in the belief that, the louder we are, the more likely they are to hear us. Every squeaky wheel will eventually get some oil.

There is the confusion over staffing levels. Is there benefit in reducing staffing numbers if we're going through a lean period or hold onto them for when things pick up again? Finding good staff can be a nightmare all on its own. If things are busy, do we build up the staffing numbers and hope that we don't hit another lockdown or sudden downturn? Decisions that were often already complicated, now turn into a torturous mental challenge mixed in with being a potentially disastrous bet if we get it wrong.

There is also the irregular in and out of various lockdown levels. This means that, especially for Auckland, just as things get back to 'normal', we're thrust back into trying to sustain a business with severely limited income.

This revolving door of lockdowns also means that functions and events can be cancelled at a moment's notice. Unfortunately, this is what happened to our industry social function in Tauranga in the middle of February. Around 40 people from the local area as well as those travelling from further afield such as Rotorua and Auckland were set to descend upon Toi Ohomai where we had nibbles being provided by some of the cookery students and baking school. It was going to be a great chance for bakers to get together, get to know some of the industry suppliers, have a few

*Let's keep in touch!*

**Kevin Gilbert**



drinks and talk about our industry. Not to mention the opportunity to see some of what the bakery students at Toi Ohomai get up to and what skills they have before they enter the industry and perhaps take on an apprenticeship. However, great idea that it was, Covid got in the way and we will have to reschedule an event at some stage.

We, once again, were able to have TVNZ announce our hot cross bun winners. We are hugely grateful to have them so engaged with what we do, and the national passion with Hot X buns is always a great bonus to the businesses that make them.

Well done to all those that entered, with special, massive congratulations to this year's back-to-back winner - Artisan by Rangiora Bakery! This is the first time we have had back-to-back winners in this competition and their win is well-deserved. It was a stunning bun.

While the baking industry may not get mentioned in the updates by the Prime Minister, we are very much on the minds of other parts of the government and industry affiliates.

The Commerce Commission is looking to engage with us to assist in an investigation around the difficulties of business in the food supply chain. There will be more information coming out on this soon and I urge you to have your say and take part in any surveys that come through.

We also have the Foundation for Arable Research (FAR) wanting to both do research on and then promote those that use New Zealand grains in any of their products. A survey has been included in several of the recent newsletters on this.

We have several bakery ingredient supply companies that are wanting to team up with us and engage more with the baking community.

With so much interest in our industry it seems we are finally starting to be heard by some. Please keep engaging in surveys and activities. It is by speaking up and making our thoughts, worries, opinions and possibilities known that we increasingly have a voice that people listen to.

## From the editor

### Catch a good wave

Catch a good wave is a surfing term. It's about going out there into the deep and looking for a good wave to ride on in; to get that lift – both physically and emotionally.

When the latest lockdown was announced the reactions of people around me was interesting to see. Some were anxious, some were angry; some were hoping it would last a week so they could have a holiday and others chose to have a positive attitude, "we'll get through this".

The "we'll get through this" bunch of people got on with what was needed with a smile, warm welcome in stores for customers and their positivity made others feel a little better.

When the BIANZ board held their February meeting via Zoom for many, on the first day of lockdown, there was a similar blend of reactions initially and then the 'wave' struck and everyone started talking about all the initiatives they are working on. Before long everyone was excited and contributing to how they could make a

*Best of baking :)*

**Cynthia Daly**



difference for bakers. We'd all caught the wave and we were riding in and it felt brilliant!

Imagine if, in our everyday lives we could be part of that wave ride and bring others along with us.

When I thought about what to write in this editorial I was going to tell you about our Fresh Start feature, written to encourage you to make small changes in your business to increase sales. But then I received a story from our writer, Sue Fea, about The Cookie Project (Page 32-34) and I was blown away. In a world where life is challenging every day, not just when there's a pandemic, two men and a group of disabled people are making cookies and making a huge difference to their lives and those they reach out to with them. It's an inspiring story!

Do keep in touch and happy reading!



# NZ News

## Back-to-back win for Artisan by Rangiora Bakery

It's official, Artisan by Rangiora Bakery makes the best hot cross buns in New Zealand and they've proved it by winning The Great NZ Hot Cross Bun competition again this year.

Baking New Zealand president, Kevin Gilbert says this is the first time in the competition that a bakery has taken out the gold award two years running but their bun was absolutely worth it.

He says the combination of traditional fruits like sultanas mixed with lemon zest and cranberries and some familiar spices but also spices like star anise made it exceptional.

He praised the baker, Marcus Braun, for his innovation and use of spices, some normally reserved for savoury dishes.

"It had lemon zest, cranberries, and a wonderful citrus overtone to it along with cinnamon, cloves; familiar spices but with a unique different balance. They had obviously mixed the spices themselves in the bakery. The balance was just beautiful and worked well with the orange and lemon coming through. And having those plump cranberries, to give that sharp sweetness that cranberries have, was just lovely."

"With Marcus, they are stepping things up and moving outside the standard currants and raisins."

Kevin says cranberries featured in many of the buns entered, however he says the way the fruit was macerated had a major effect on the end product. "You could certainly tell the buns that didn't have soaked fruit in them. The fruit was like little dry balls."



**Artisan by Rangiora Gold award hot cross buns featured Seville orange, a selection of Ceylon spice blend and were glazed with star anise, cinnamon quill, clove and orange syrup.**

Continued on page 4



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# NZ News

... continued from page 3

Soaking the fruit made the buns more enjoyable to eat. The way you soak your fruit, if you soak it in water it's not going to taste any better. But if you add flavour into the liquid you are soaking it in, the fruit soaks it up. So you get these little pockets of that bursting as you eat the bun."

"And what showed with some of the entries was that people have cottoned on to this. That we don't have to stick with just currants and raisins, we can really think and care about the fruit and the flavours that are going into the bun."

Congratulations to Artisan by Rangiora Bakery – Gold award; Sydenham Bakery, Christchurch Silver award, and U-Bake Bakery of Timaru, Bronze award.



**Judges for The Great NZ Hot Cross Buns Competition 2021 were Louis Smith (Baker's Dozen), Cambell Gibbons (Beano's Bakery) and David Bradley (Ara Institute of Canterbury).**



**Some of the entries in the competition.**

## happenings

March 15-17 Munich, Germany  
iba.CONNECTINGEXPERTS  
2021

<https://connecting.iba.de/>

April 9-11 The Food Show,  
Horncastle Arena, Christchurch  
[www.foodshow.co.nz](http://www.foodshow.co.nz)

May 3 Entries open for Bakels  
NZ Supreme Pie Awards  
[www.nzbakels.co.nz](http://www.nzbakels.co.nz)

May 28-30 The Food Show,  
Sky Stadium, Wellington  
[www.foodshow.co.nz](http://www.foodshow.co.nz)

June 13-15 Fine Food NZ  
ASB Showgrounds Auckland  
<https://www.finefoodsNZ.co.nz>

June 24 Entries close for Bakels  
NZ Supreme Pie Awards  
[www.nzbakels.co.nz](http://www.nzbakels.co.nz)

June 24 Entries close for Bakels  
NZ Supreme Pie Awards  
[www.nzbakels.co.nz](http://www.nzbakels.co.nz)

July 22 Judging Day Bakels  
NZ Supreme Pie Awards  
[www.nzbakels.co.nz](http://www.nzbakels.co.nz)

July 27 Bakels NZ Supreme  
Pie Awards  
[www.nzbakels.co.nz](http://www.nzbakels.co.nz)

July 29 - August 1 The Food  
Show, ASB Showgrounds,  
Auckland  
[www.foodshow.co.nz](http://www.foodshow.co.nz)

August 1-31 Visa Wellington  
On a Plate  
[www.visawoap.com](http://www.visawoap.com)

October 9-13 ANUGA 2021  
Cologne, Germany  
<http://www.anuga.com/>



# NZ News

## Supreme pie time

After a year's lapse of the Bakels NZ Supreme Pie Awards, the largest and longest running food competition in New Zealand is back on again.

Pie lovers around New Zealand were devastated when the 24th Bakels NZ Supreme Pie Awards was postponed due to Covid-19; so excitement is already building among bakers as to who might take out the Supreme Award for this year on July 27.

A certain baker ... Patrick Lam (aka the Pie King) of Patrick's Pies Goldstar Bakery in Tauranga will be nervously entering the competition with a lot at stake. He's currently the reigning champion having won seven Supreme Pie Awards and in 2020 he claimed the first Bakels Legendary Sausage Roll prize to prove he still has what it takes.

NZ Bakels managing direct Brent Kersel says last year it was like the whole nation let out a sign of disappointment when the competition was postponed.

"We even had Seven Sharp, on their own initiative, trying to create a mini pie awards to help ease the disappointment.

"New Zealanders love their pies and it was hard enough that the lockdowns closed their favourite bakeries without losing the Pie Awards as well. This year we're thinking positively about how much as a country we have to be thankful for and the Bakels NZ Supreme Pie Awards helps celebrate that. So let's find the best pie in the country and get everyone to try it! We know people will want to."



**Supreme Mince & Cheese, Patrick's Pies Goldstar Bakery Tauranga**

### DAIRY DATES:

May 3

Entries open

June 24

Entries close 5pm

July 22 - Judging Day

July 2 - Awards Night



**Bakels NZ Supreme Pie Awards celebrity chef judge Gareth Stewart, Lay Phan Ho (Patrick's wife), Patrick Lam and NZ Bakels managing director Brent Kersel.**

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# NZ News

## New COVID-19 support payment

If you're a business or organisation that experienced a revenue drop of at least 30% due to the recent rise in COVID-19 alert levels, you may be eligible for a Resurgence Support Payment. It's not a loan and doesn't need to be paid back.

A Resurgence Support Payment may be activated if the alert level increases from Level 1 for a week or more. Businesses and organisations will be eligible if they experience a 30% drop in revenue over a seven-day period after an alert level increase and meet other eligibility criteria. This drop is compared to a typical seven-day period in the six weeks before the increase in alert level. The decline in revenue must be a result of the specific alert level change, not just COVID-19 in general. You must have been in business for at least six months to be eligible. Charities, not-for-profit organisations, the self-employed and pre-revenue businesses, such as start-ups, may also be eligible.

When the RSP is activated, eligible businesses and organisations can apply to receive the lesser of:

- \* \$1500 plus \$400 per full-time equivalent (FTE), up to a maximum of 50 FTEs
- \* four times (4x) the actual revenue drop experienced by the applicant.

Applications for the payment will open in myIR for eligible business and organisations seven days after the alert level increase.

The payment must be used to help cover business expenses such as wages and fixed costs. Applications will remain open for 1 month after the return to Alert Level 1. The current round of applications will close on 23 March 2021.

You can apply through myIR. If your business doesn't have a myIR account, you will need to create one to apply.

More information, including how to apply and how to calculate your drop in revenue go to: [www.ird.govt.nz](http://www.ird.govt.nz) — [Inland Revenue](http://www.ird.govt.nz).

### Survey reminder for your action please



As part of a promotional campaign planned for 2021 about the benefits of NZ grains, The Foundation for Arable Research is planning to create a list of all the bakers in New Zealand that make their bread using flour made from NZ grain.

They have asked BIANZ to send a VERY short questionnaire out to try and gather together all those bakeries that are using NZ grown flour. They also want to identify the hurdles that NZ grains face so, if you don't use NZ grains/flour, this survey may well assist our wheat growing cousins to understand what they need to work on. Please take three minutes and fill it out.

Thanks to those who have already completed it.

You can access the survey at

<https://www.surveymonkey.com/r/QB6XQPX>

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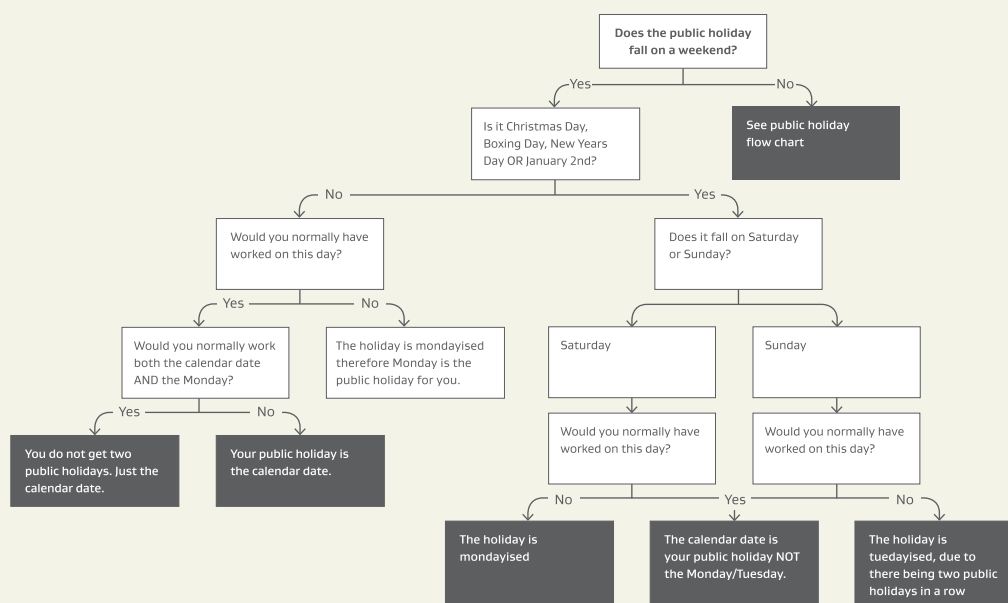


## Are you finding public holiday Mondayisation confusing?

EMPLOYMENT  
NEW ZEALAND



### Mondayisation of Public Holidays Flow Chart



HRD 15/16/17/18

MINISTRY OF BUSINESS,  
INNOVATION & EMPLOYMENT  
HŌKINA WHAKATUTUKI

New Zealand Government

When a public holiday falls on a Saturday or Sunday, an employee's public holiday might be moved to the following Monday (or in some cases Tuesday).

Some public holidays are attached to a specific day of the week, for example, Queen's Birthday is always on a Monday. Other public holidays are attached to calendar dates so the day they are celebrated on moves through the days of the week:

- New Year's Day (1 January)
- the day after New Year's Day (2 January)
- Waitangi Day (6 February)
- ANZAC Day (25 April)
- Christmas Day (25 December), and
- Boxing Day (26 December).

Mondayisation happens when an employee's public holiday which falls on a Saturday or Sunday is moved to the following Monday (or in some cases Tuesday). Mondayisation only happens if the employee doesn't normally work on the calendar date of the holiday. If an employee normally works on the day of the public holiday's calendar date then there is no Mondayisation for them and their public holiday benefits apply to the calendar date.

If an employee would normally work on both the calendar date of the public holiday and the possible Mondayisation date, their public holiday is on the calendar date. They don't get two public holidays.

Mondayisation does not affect and is not affected by shop trading restrictions which happen on days such as Easter Sunday and Anzac Day morning. These always apply on the calendar date of certain holidays.

- the employee wouldn't normally work on the Saturday, then their holiday entitlement is transferred to the following Monday, or
- the employee would normally work on the Saturday, then they will get their holiday entitlements on the Saturday (the calendar date of the public holiday).

If a public holiday falls on a Sunday and:

- the employee wouldn't normally work on the Sunday, then they will get their holiday entitlements on either the following Monday (in the case of Waitangi Day and Anzac Day), or the following Tuesday (in the case of Christmas Day, New Year's Day, Boxing Day and the day after New Year's Day).
- an employee would normally work on the Sunday, then they will get their holiday entitlements on the Sunday (the calendar date of the public holiday).

View the Mondayisation Flow Chart.

Or for more information or go to:

<https://www.employment.govt.nz/leave-and-holidays/public-holidays/public-holidays-falling-on-a-weekend/>



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Previous owner of business (if applicable): \_\_\_\_\_

Business address: \_\_\_\_\_ Postcode \_\_\_\_\_

Postal address: \_\_\_\_\_ Postcode \_\_\_\_\_

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Email: \_\_\_\_\_ Website: \_\_\_\_\_

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Cardholder signature \_\_\_\_\_ X

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☒ Your membership induction pack.

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2. That materials and resources including any programmes 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.

Signature of authorised person(s)

Date \_\_\_\_ / \_\_\_\_ /20\_\_\_\_



# Global Watch

## New iba event focuses on global networking

**MUNICH, GERMANY** – One of the world's leading baking industry trade shows, iba, is launching a three-day virtual event called iba.CONNECTING EXPERTS 2021, which will run from March 15-17 and serve as a digital meeting place to bring the international baking community together.

Organisers noted that the 72-hour networking initiative primarily is aimed at the process and packaging technology market segment and designed to provide business opportunities for wholesale baking companies as well as suppliers to industrial baking operations.

Meanwhile, iba, the global trade show held every three years, is scheduled to run from Oct. 24-28 at the Fairgrounds Munich.

Cathleen Kabashi, project manager for iba.CONNECTING EXPERTS, noted that the digital event will provide a gathering place for the baking industry that has been unable to come together as in the past due to travel and other restrictions associated with the pandemic.

She says the new format will focus on lead generation, knowledge transfer, product presentations and networking. Specifically, exhibitors will be able to virtually present new products to industrial bakers. Meanwhile, industry experts will provide attendees with the latest information on global trends and a host of other topics.

"We are constantly in contact with our customers, and we are

aware of the strong need for exchange and the necessity of reliable, successful discussion platforms," says Ms. Kabashi.

Michael Wippler, president of the Central Association of the German Bakery Trade, pointed out that the new event reflects how iba is constantly evolving to bring the global baking community together.

"We are always one step ahead, and we are looking forward to yet another innovation this year: a totally new format," he explained.

"This exchange is to reaffirm our role as pioneers and to send an important message to the industry." - *Bakingbusiness.com*

## Company caught out on false claims

**A** United States district court in Illinois has granted final approval of a class action settlement of \$650,000 against two baking brands that falsely stated how they baked their naan bread.

FGF Brands USA Inc. and FGF Brands, Inc. (defendants) made misleading claims regarding the baking process of their various naan products.

Plaintiffs filed a lawsuit in 2018 against the defendants who sell naan Indian flatbread, challenging its "tandoor-baked naan" and "tandoor oven-baked to honor 2,000 years of tradition" claims as being false and misleading. Defendants baked the naan on a conveyor belt in a gas-heated commercial oven, not in traditional tandoor ovens, which are made from clay or stone. Plaintiffs claimed that there is no substitute for the flavour imparted by baking naan with a traditional stone or clay oven and that the defendants misled plaintiffs into believing that the baking process was devoid of automation or machinery and of a higher quality than mass-produced naan breads. - *The National Law Review*



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# Global Watch

## Digital sales the only way for cookie baker

A London-based cookie baker, who started her business as a hobby at home, is riding out the pandemic with outstanding success baking for big brand orders.

Baked by Steph, founded by Steph Giordano operates from a railway arch in East London and uses technology in all areas of its business. Steph, initially inspired by Great British Bake Off, decided in August 2020 to launch a startup 'baketeck' enterprise that she promoted on Instagram but an order for 600 cookies made her realise she needed help and to take the opportunity seriously.

Moving into the railway arch allowed Baked by Steph to expand to a team of nine and install larger, more innovative machinery into its production methods.

"We've got specialist design software, stencilling machines, 3D printers and we launched our own YouTube channel. It's been a hectic year and we've grown faster than I ever anticipated, but we're much better equipped now to be able to take on larger orders," says Steph Giordano.

In recent months, her company has delivered custom designs for Benefit Cosmetics, Facebook, Disney and Marc Jacobs, among others.

"Just before Christmas we secured a huge order for 10,000 cookies from the jewellery brand Tiffany and Co," she added.

At a time when footfall in London is severely impacted with lockdowns, running a completely digital bakery has been a stroke of genius for Baked by Steph.

"What we do is very different to anyone else in the UK market. It's very visually driven and we can deliver more custom design elements because of our use of technology," she says.

"We can make anything into an edible element of our bakes, so we can have much more fun with what we do and really deliver the customers' vision." – City A.M.



## 'Mindful baking' eases pandemic stress

In Sonoma, California Petaluma Pie Company owners Lina Hoshino and Angelo Sacerdote believe that Covid-19 has brought about a change in the way people are starting to bake for the consumer market.

Lina terms it as 'mindful baking' where you become far more aware of sourcing in-season ingredients grown close to home to support the local economy while

ensuring a gentler impact on the environment.

She says in Sonoma County, baking mindfully is easy: you can get locavore right down to the crust.

Some of her sweet pie making tips include: using only in-season fruit, even sourcing it from people in the community who have abundance; growing some of your ingredients; swapping out ingredients such as using different citrus for the traditional lemon meringue pie and not wasting any part of the ingredients, use the whole fruit for example. – Sonoma magazine

## Chinese New Year treats baked by hearing impaired

It would be natural to expect that the demand for baked treats to celebrate Chinese New Year in Malaysia would all be produced in commercial bakeries. However, a bakery in Kota Kinabalu has chosen to operate using hearing impaired bakers who use sign language to communicate throughout their work day.

The bakery at Bukit Padang is operated by the Sabah Society for the Deaf (SSD) and aims to provide baking skills to young people so that ultimately they'll be able to find jobs at commercial bakeries.

Many trainees have indeed moved on to employment at bakeries around Kota Kinabalu, but some cannot do that as they are not only deaf but have multiple other disabilities.

The Chinese New Year cookies are made by a team of eight bakers and will be enjoyed by many families.

SSD school principal Regina Wong says: "This bakery is a place where deaf adults with other disabilities can come to work. They have a daily routine which is so crucial for them." – FMT (Free Malaysia Today)

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## HR Matters

# Preparing for 2021

by Alice Porter



While we are all hoping for an easier year in 2021, there are likely to be some ongoing challenges all business owners need to prepare for. Here are some of the key HR risks and issues that all small business owners need to plan for during 2021.

### Increased employment costs and liabilities

- The minimum wage will increase to \$20 per hour (from 1 April 2021).
- It is likely (but not yet confirmed) that paid sick leave will increase for all employees from 5 days to 10 days, every year. This change is expected to take effect by the end of 2021. It is important to note that the current proposal is **all** employees receive 10 days sick leave every year, **regardless of how many days they normally work in a week**. So for example, a part time staff member working 2 days per week will benefit from 5 weeks of sick leave every year.
- It is expected that the government will introduce a new public holiday, Matariki, from July 2022, meaning New Zealand employees will benefit from 12 paid public holidays every year.
- The government is re-considering 'Fair Pay Agreements' which are industry based collective agreements negotiated between employers and unions on behalf of entire industries. These would prescribe minimum pay and other terms and conditions (like training, pay progression, and hours of work arrangements) modelled on the Australian Award system. There is no certainty here yet, but if they are implemented this may take effect from sometime in 2022 at the earliest. These have a significant risk of disadvantaging small businesses who cannot afford to compete with larger employers on pay and other terms and conditions, who are most likely to lead industry negotiations on behalf of all employers. If the Fair Pay Agreement system is implemented, many industries could expect the Living Wage (currently \$22.10) to replace the minimum wage as their new minimum pay rate, and to expect proportionate increases for more senior and/or skilled employees. Businesses could also be required to pay overtime and additional leave entitlements, as well as training costs and redundancy compensation, depending on exactly how the Fair Pay Agreement system is designed. Further consultation is likely before anything is implemented and it is important that small business owners provide their submissions when that time comes, so that the impacts on them can be properly considered.

### Further Covid disruptions

Future lockdowns remain a possibility as long as the current situation remains, with the potential for breaches at the border reaching the community continuing. It would be wise for business owners to review how they responded to the 2020 lockdowns and put together a lockdown contingency plan based on what went well last time, and anything they would do differently next time around.

The biggest issue that arose from the 2020 lockdowns from an employment perspective was a lack of clarity that normal employment rights and responsibilities continue to apply – employees cannot be required by the employer to take leave of any type without their agreement, unless their employment agreement specifically allows for this to happen. Consultation with employees will always be required when making changes to their working arrangements including during a lockdown situation. Consulting on a future lockdown contingency plan would be a good way to get ahead of this requirement.

Some businesses are also experiencing supply chain difficulties which are impacting their ability to trade, and these difficulties are not expected to resolve in the near future. Additionally, it is anticipated that consumer spending is likely to gradually reduce during 2021 from current levels. Any significant opening of the border remains, at best, uncertain.

The general move towards online trading for consumers, and increased expectations of flexible working from employees, are likely permanent impacts of Covid for many businesses.

Health and safety obligations for employers have come into sharp focus in respect of communicable diseases in the workplace. While pre-Covid it was not uncommon for people (employees, business owners and customers) to attend a workplace with a minor illness, now if that illness is potentially infectious this is regarded as a health and safety hazard that must be identified and eliminated.

### How to respond

It is clear that the costs and potential liabilities involved with employing staff are set to significantly increase during 2021 and again in 2022. These impacts are most significant for employers with lower paid employees (due to the minimum wage increase and possible expectations around the living wage), and part time employees (due to the expected 10 day sick leave requirement). They also disproportionately affect employers of employees who cannot productively work from home during a lockdown or while suffering a minor illness.

It is possible to address some of these liabilities with improved policies, employment agreements and communication systems within workplaces. Now could be a good time to review these items to make sure you have the flexibility you need to respond effectively to Covid related impacts without incurring significant losses by paying wages while people are unable to work productively.

When planning for future workforce requirements, it is going to be important to recognise that the cost of employing people has risen significantly over the past five years, and these costs are set to continue to increase over at least the next two years. If your current business model involves high staffing levels, relatively low wages and tight margins, now may be a time to consider alternative operating models that may include fewer, and potentially more highly skilled, employees. Automation of tasks with new technology, and online trading options present significant opportunities for small businesses to reduce staffing costs while continuing to trade profitably. Other options might include partnering with other small businesses to share resourcing / employment costs and risks, or outsourcing / subcontracting some tasks or functions to other businesses. Deciding to no longer employ staff and downsizing accordingly may also be a legitimate option for some small family businesses, particularly if the Fair Pay Agreement system comes into force for their industry and makes pay rates unaffordable for them.

You can contact Alice and her company ER Resolutions for further information about this topic or any other HR matters. Call 04 976 0732, email [enquiries@erresolutions.co.nz](mailto:enquiries@erresolutions.co.nz) or visit the [ER Resolutions Facebook page or website www.erresolutions.co.nz](https://www.erresolutions.co.nz)



## NZ HOT CROSS BUNS

### Spicing up Easter

*Ah the sweet, spicy aroma of a fresh hot cross bun served warm or toasted with butter. It doesn't get much better than that.*

*We talk to two very different bakeries, who took first and second place in the Great New Zealand Hot Cross Bun Competition in 2019, and find out what makes a great hot cross bun.*





## NZ HOT CROSS BUNS

# What makes a winning hot cross bun?

By Cynthia Daly

**A**n the sweet aroma of a tray of hot cross buns straight from the oven, a slice of butter to melt on one and it doesn't get much better than that when you're a champion.

In 2019 Michael's Bakery – Hillmorton, Christchurch won the Great New Zealand Hot Cross Bun Competition with a recipe crafted over more than 30 years of experience; a recipe focusing on tradition, taste and texture; in other words, an artisan product unique to this bakery.

When word broke out that the bakery had won the competition everyone in New Zealand wanted to try their hot cross buns. In fact the 5000 stickers provided by the Baking Industry Association of New Zealand, organisers of the competition, to put on the winner's bags ran out before Easter that year! Sales of the hot cross buns had to be limited to 'locals' after people wanted them couriered to the far reaches of New Zealand.

The win gave the bakery a massive boost in sales across its product range as customers grabbed their hot cross buns and other items to savour. The first few weeks after the win were full-on baking hot cross buns virtually around the clock and sales, though easing somewhat as Easter passed, actually continued until the bakery switched to its Christmas range in November.

Mike Meaclem, owner and head baker at Michael's Bakery says to win the competition you really have to develop a recipe that has a good balance of fresh spices, plump fruit and a moist, mouth feel. While there are trends to add all sorts of things like figs, cranberries and different types of spices to bring out nice pungent flavours that will set a bakery's hot cross buns apart from competitors, Michael believes in sticking to a traditional recipe.

When he first started making hot cross buns in the 1980s he had to pretty much teach himself as his formal baking training had been as a pastry chef.

"The hot cross bun is a very traditional English product and you'll get bakers that use sultanas and currants and that's all they do because it's classical. A lot of people like peel and I like peel in my buns as well but my customers don't, so I don't put mixed peel in.

"The recipe is a long fermentation recipe and we use all natural ingredients. For example we do use butter in our buns where a lot of bakers will use a commercial fat that gives their buns a longer shelf life and which gives their machines better mix-ability. Using butter makes it more expensive but we believe it has a nice mouth feel.

"We've created our own secret 'KFC' style spice recipe and it goes well. This year we're playing around with that, seeing if we can improve it. But I think the biggest thing for us is that we've got a lot of fruit and butter in our buns and that's what makes them taste good."

Mike says everyone can make a hot cross bun; however, it changes in taste and texture when you start tweaking what fruit you use, how you condition the fruit – with alcohol for example – or by adding other flavours to the fruits.

"Some of those things you play around with but the hero of the dish, the finished bun, is the fruit and that comes down to conditioning it. A good baker will never throw his fruit from the box straight into the recipe. It might look alright and it may mix nicely when it's dry, but it will dry the bun out very quickly. Conditioning the fruit will give the longevity of the buns to the customer. They're not going to buy them and find the next morning that they are dry."



Always test your spices before using them, says Mike. Don't think, "oh we've had them a while, we'd better use them up" because spice intensity lessons with age.

"Some bakers use a spice bun essence to bring out the flavour but they need to be careful to use the right amount because too much will make the buns bitter."

Mike says the success of your hot cross buns sales is getting that formula right.

"Once you get it right, sometimes little things can change like how much water the flour is taking in. And when it comes to the competition you make them perfectly every day and then when you try your hardest it doesn't work out as normal!"

Mike says hot cross buns are a key product on the baking calendar. They help to bring back in revenue after the traditionally quiet start to the New Year.

Easter is when sales start to pick up again. However in recent years some bakeries, particularly in supermarkets, have tried to drive sales earlier by putting their hot cross buns on sale as early as Boxing Day.

"Traditionally I never used to sell them until about three weeks before Easter but since I won in 2019 when I made them in February, I've started making them in February and we used to cut them off, depending on when Easter was, at the end of April but we're not doing that anymore because it stops the demand when people like them. Yes we'll cut back on the number of trays to meet demand but we'll keep making them."

Michael's Bakery was entering the Great New Zealand Hot Cross Bun Competition again this year.



## Artisan Hot Cross Buns

Using **Fermdor Pane Rustico**  
50% Concentrate

Recipe by: **NZ Bakels LTD**

### INGREDIENTS

#### DOUGH

2 Kg	Strong Flour
2 Kg	Fermdor Pane Rustico
240 Gr	Natural Brown Sugar
120 Gr	Egg
120 Gr	Butter
160 Gr	Bakels Master Fat
70 Gr	Bakels Instant Yeast
2.48 Kg	Water (Include juice from soaking fruit)

#### FRUIT MIX

160 Gr	Bakels Thai Ginger
1.6 Kg	Currants / Sultanas (Equal Parts)
	Apple Juice
	(Use enough to cover/soak fruit)

#### BUN GLAZE

100 Ml	Apple Juice
200 G	Brown Sugar

### METHOD

1. Prepare fruit and ginger, cover with apple juice and leave to soak in a covered container over night.
2. Drain fruit, retain juice to use as part of the dough water.
3. Mix dough ingredients for 2 minutes on slow then move to second speed until fully developed.
4. Add fruit and mix on slow until fruit is incorporated.
5. Bulk ferment for one hour or until double in size.
6. Divide into 75G buns or 290G batons.
7. Prove with 70% humidity and bake at 195c in a deck oven for 18-25 minutes.
8. Boil bun glaze ingredients together.
9. Glaze buns heavily while still hot.



## NZ HOT CROSS BUNS

# A sprinkling of love in every hot cross bun

By Sarah Beresford

Everyone has their theory about what makes the perfect hot cross bun and in recent years the Easter favourite has undergone many iterations and morphed from the traditional bun with sultanas and mixed spice to variations only limited by the imagination.

So entering the BIANZ's Great NZ Hot Cross Bun competition is not for the faint-hearted, given the stiff rivalry and strong views on what an ideal bun should taste like.

So when Sylvia Chen and her team at Birkenhead's New World bakery on Auckland's North Shore decided to enter the competition in 2019 it was a challenge they didn't take lightly.

"We decided to give it a go and once we entered we all got really fired up," she says of her team of eight bakers. "We decided to enter our brioche hot cross bun as it is so popular and has been a really good seller. It has a lovely light buttery texture and flavour that our customers love."

Taking notice of the feedback from the bakery's keen customer base seemed to do the trick as the New World Birkenhead bakery's brioche hot cross bun went on to take out second place in the competition.

"We were extremely overwhelmed, in a positive way," Sylvia says remembering the staff's reaction to their win. "Our bakery staff had put a lot of hard work into the entry. Our baker who made the product for our entry went the extra mile and came in on her day off to bake the hot cross buns for the competition."

"Our store's owner Steve Purton was very happy for us and it was wonderful to get the recognition. He gave us a celebration — not only to the bakery staff but also the whole store."

So what was it that made their brioche hot cross buns so special?

"The secret recipe is love," says Sylvia laughing. "We decided to give it a go and all the team worked together and it was magic."

The brioche hot cross bun is one of the bakery's bestsellers and they entered their standard recipe in the competition. The traditional buns are also a hit with customers, although their chocolate and spicy apple versions are also very popular.

"We start stocking hot cross buns on the shelves at the beginning of February and we make 30kg of them each day."

Sylvia and her second in charge Faik Ahamad are dedicated to producing top-quality baked goods for the supermarket's customers. "He supervises things when I'm not here. He's a very hard worker, and so are all the other bakery staff," she says appreciatively. "We produce such large quantities so it's always a challenge."

"One of the secrets to making quality baked goods is to ensure consistency. You have a standard recipe and you have to make sure



New World Birkenhead bakery manager Sylvia Chen and her 2IC Faik Ahamad with this year's hot cross buns ready for sale.

all the team members follow it exactly so we meet customers' expectations all the time.

"One of our biggest considerations running the bakery is training new members of staff so that we can ensure we always meet our standards."

That said Sylvia says they are constantly reviewing their range of baked goods. "We're always experimenting. If a product is not selling well we cut it back and think of how we can improve it."

If people like something, we know we have a winner and make more. Each year our production increases as the demand keeps growing so our quantities are always increasing — we have to make sure we're adjusting things correctly."

Despite the pressure of stocking the bakery day to day, the team at New World Birkenhead are keen to enter the BIANZ's Great NZ Hot Cross Bun competition again this year.

"We are definitely entering the competition again," says Sylvia. "I'm not sure what recipe we'll enter yet. I have to discuss it with the baking team but it may be the apple hot cross bun. It's not like the traditional mix; it's made from butter dough. It's very light and our customers really like it."

Sylvia has been leading the team at the Birkenhead New World bakery for four years and is as enthused by her job as she's always been. "I love baking. This is what I'm going to do for the rest of my life. No changes. Even though it's very labour intensive it's worth it because you love your job."

So that secret ingredient in the brioche hot cross bun recipe really is love.

# HOT CROSS BUN RECIPE

SERVES 12

PREP TIME 15 MINUTES

BAKE TIME 30 MINUTES

## BUN MIX INGREDIENTS

### GROUP 1

4.400 Kg Strong Flour

2.640 Kg Water

0.600 Kg Sugar

0.480 Kg Pilot PTL Bread Shortening

0.120 Kg Milk Powder

0.030 Kg Salt

0.015 Kg Instant Yeast

## METHOD

Mix all ingredients for approx.

1 minute until well dispersed

### GROUP 2

0.080 Kg Instant Yeast

Add yeasts to Group 1 and mix for approx. 10 minutes until the dough structure is formed

### GROUP 3

0.080 Kg Spice

0.840 Kg Fruit Mix - Sultanas, Currents and Peels

9.285 Kg Finished Dough

Mix Until the Fruits are evenly mixed through the dough

## CROSS MIX INGREDIENTS

### GROUP 1

0.960 Kg Water

0.480 Kg Pilot PTL Bread Shortening

0.440 Kg Flour

## METHOD

Mix to a smooth paste

### GROUP 2

0.480 Kg Water

Add to group 1 and mix well

## ASSEMBLY

Decorate the bun with Cross Mixture and bake at 180°C for approx. 30 minutes, remove from the oven when golden.





## FRESH START

# 2021 - Time for a Fresh Start

There may be further lockdowns ... who knows?

Right now, taking a fresh look at your business operations is worth the time investment. The goal: to build new sales.

We talk to two bakery cafes about keeping it fresh.



## FRESH START

# Social media tempts with drool-worthy fare from

By Sarah Beresford

Customers queuing at the counter at Scratch Bakers Headquarters may be waiting to get a taste of their favourite sandwich, donut or slice, but they're also just as likely to be eagerly waiting to sample something they've never eaten before – tempted by a photo on the bakery's Instagram account.

"We have our old favourites and signature dishes that people can rely on but we also have our weekly specials which people really love," explains co-owner Steve Vanderput.

"We offer new takes on our donuts, slices and sandwiches that are only sold for one week, then we change it out again. In winter that includes the scones and brioche too. We post the specials for the week on social media and that drives people into the store and creates a talking point."

The airy café with an industrial edge in the heart of Auckland's CBD is a magnet for surrounding office and business staff, and it's easy to see why. As well as a seasonal menu, the display cabinet is full of a range of baked goods that are beautifully presented, the fresh flavours of the savouries highlighted with herb and micro-green garnishes, and sweet treats decorated with fresh berries, fruit and edible flowers to create a visual confection. Big bowls of salad are just as tempting, with a rainbow of seasonal ingredients that push the definition of 'eye candy'.

Running a busy café was originally never a part of Steve and business partner Jonny McKessar's modus operandi. When the pair opened Scratch Bakers in 2013 at City Works Depot they had intended the bakery to focus on the wholesale side of the business.

"We didn't really know what we were doing," Jonny says laughing. "People really loved our products – the bakery itself was incredibly popular, and we were supplying our goods to other bakeries and cafés around Auckland, but we were really hampered by a lack of production space. We had the idea of turning the baking into scale but didn't really have the mechanics sorted."

The need for a bigger kitchen led them to the current location of Scratch Bakers Headquarters in Graham Street, slap bang in the middle of the central city. Jonny says it has been a process of learning and refining as they've progressed and now the business is very firmly rooted in the café at Graham Street, their two espresso bars, and Pollen Café in Shortland St. They also supply baked goods to 20-30 other cafés, having refined the list to those within the central city, delivering no further than Grey Lynn.

"It's made the logistics of running a 24-hour bakery much more efficient and means we can focus on what we like to do well," says Jonny.

And that's to produce top-quality baked goods and café fare that epitomises delicious food made with flair from quality fresh ingredients.

"Our focus has always been that we don't want to do what everyone else is doing. Our food has to have a fresh angle," explains Steve, who is in charge of the menus for all their outlets.

"When I opened my original bakery Teed St Larder in Newmarket we'd have the bake times of everything coming out of the ovens posted so the customers could see them and know how fresh the scones and brioche were, and that's also a priority at Scratch."

The name of the bakery says it all as another unwavering focus is that they make everything themselves from scratch.



**Scratch Bakers Headquarters**  
**5 Graham St, Auckland CBD.**  
**Monday – Friday 7am-4pm**



"We make our menu and baked goods as seasonal as possible. Also we're really lucky as we source some of our produce directly from Jonny's farm north of Auckland."

The micro-greens, herbs and edible flowers that are such a feature of their fare are supplied by Jonny and he also delivers whatever produce is on hand for the kitchen to make use of.

"We don't know what he'll bring and it's great – this week it was a load of plums," says Steve. "We can have fun in the kitchen trying out ways to use them. I always like to try to be inventive."

This philosophy spills over into all aspects of what they do and customers are the first to appreciate the element of surprise. This creative flair extends to bakery staples too. "For example, a while ago our head baker at the time wanted to make cheese scones and I was incredibly reluctant when he suggested it. It seemed such a cliché," says Jonny. "But he expanded on the general idea by making a three-cheese version with feta, provolone and cheddar."



## FRESH START



**Scratch business partners (Left) Steve Vanderput and Jonny McKessar.**

It's sensational and is one of our bestsellers. It's all about taking a standard product and stepping it up a notch."

Scratch's pies are another case in point.

"Our signature pie is the Pork Belly and Apple Cider – it's one of our core products that we've been making for years," says Steve. "Pies don't have the margins of some other goods and are much more complex to make than, say, a sandwich, but we really put the effort into making the best pies we can. We use ingredients like lamb shoulder and beef cheek ... it comes down to what I like that I think will make it special."

Scratch's Instagram showcases their range of drool-worthy fare, with fresh berries, micro-greens and herbs, sliced baked apples, baby carrots and edible flowers among the many garnishes that help to set their offerings apart. "Social media is a huge part of generating attention and there's always lots of interest in things like the garnishes and salad combinations but you have to be

careful that it's not all about looks – it's how it tastes that's important."

The pair has come a long way from their early days. Jonny's focus then was firmly on coffee, with his business Three Beans Coffee Roasters, which he sold a few years ago. Steve was a chef who had thought his future lay in restaurants. However, he opened Teed St Larder in Newmarket and met Jonny in the course of running the bakery.

These days the business that was going to be driven by the wholesale market now has 20 percent wholesale and 20 percent catering with the balance of the baked goods produced 24 hours a day a week at Scratch Headquarters devoured by hungry customers queuing for the bakery's distinctive delights.

"We're all about delivering quality and doing things that are interesting every day," says Jonny. "We make an effort to find a new angle and that drives everything we make."





## FRESH START

# Honest bread = good sales and good health at Bohemian Bakery

By Cynthia Daly

When Maka Angyalova moved to New Zealand 15 years ago for a work placement as a business analyst she soon felt hungry for the taste of what she terms 'honest' bread.

Today that bread, made using recipes learned as a child in her grandmother's kitchen, is keeping customers at her two Bohemian Bakery outlets in Christchurch healthy and happy.

The cabinets at the Sumner bakery and the city café start the day bursting with fresh pastries and cakes, sandwiches and rolls, toasties ready for grilling, pies, and her unique version of sausage rolls wrapped in a bread roll. Breads sit cooling and filling the air with the sweetness only fresh-baked sourdough can emit. By the end of the day virtually only crumbs will remain and maybe a loaf or two of sourdough that will be used for toasties the following day.

It's a long way from her arrival in New Zealand, a country she fell in love with because of its coastal waters and the man she met, originally from Christchurch.

Having grown up in Slovakia and Prague (Czech Republic) Maka only knew of bread made traditionally with sourdough. It was very accessible and easily recognised for its crusty exterior, moist texture and sweet smell. And it filled you up and gave you energy to get through the day.

.... continued on pg 24



*DELICIOUS*  
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## FRESH START

### Honest bread = good sales and good health at Bohemian Bakery

.... continued from pg 22

She tried to replicate honest bread by building a wood-fired oven and experimenting with temperature controls in different environments.

But it wasn't until she got a job working in a bakery that she started to realise that she had the potential to own her own bakery and produce the food most people in Europe take for granted.

She started looking for a potential bakery site and came across in Sumner an old video store that had closed. The landlord was very supportive of her converting the premises to a bakery and in 2016 Bohemian Bakery opened for business.

"I wanted to create a village bakery where we would get to know our regular customers and they could see us baking as they bought their food. People in Sumner appreciate food and good things but at the time they didn't have a bakery so I felt there was a good opportunity to start a bakery there offering something a bit different," says Maka.

Everything is made on site fresh every day from the baked goods to filling the rolls and sandwiches with locally sourced ingredients delivered that morning.

Various sourdough breads are chosen for the sandwiches to help bring out the flavours of the fillings especially the cheeses and cold meats.

"We use a slow fermentation process for our sourdough loaves which begins when we combine the water, flours and sourdough starter early in the morning. We continue to turn/fold the doughs throughout the day to give them strength to rise in the oven. Then shape the loaves in the afternoon and retard them in the fridge overnight to let them develop flavour and make gluten more digestible. The loaves are ready for us to bake in our stone hearth oven in the morning.

"This process results in deliciously crunchy crust and tender moist crumb typical for slow-fermented sourdough bread."

Maka says only natural ingredients are used for their sourdough such as Milmore Downs organic whole-wheat and rye flours and spray-free Farmers Mill flour.

"We never use flour improvers, processing aids or enzymes. Instead cool temperature fermentation brings out the goodness of the dough and the flavour. It's honest bread made using traditional techniques like hand-moulding and proving in linen-lined baskets."

Clearly, Maka had developed a recipe for success and the business took off. She now has the two outlets and employs a multicultural team including award-winning head baker Lex Roh, originally from Korea – "he is a living-walking baking encyclopedia and he keeps us all in line with meticulous organisation of all bakery jobs," says Maka.

Lucy Kim was a head baker in Korea before finding her 'home' as head of pastry at Bohemian.

You'll also pick up the beautiful European accents of Iveta Šota from Latvia and Norway - chef and delivery/wholesale manager and Lucie Provaznikova from the Czech Republic – head barista and café manager as they go about their work. Margie Sokula keeps the front of house moving with a team of enthusiastic locals.

Fresh and honest food is the only way to succeed says Maka. And when all that is left of the sourdough sandwich is crumbs, she recommends trying a slice of honey cake. It's been a favourite with the locals since the business opened and yes, it's made with locally sourced honey.





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## FRESH START

# New tech reducing food waste and saving money for NZ food suppliers

## New Zealand's food industry has a new secret sauce

Since launching in New Zealand in May 2018, Fresho, a new end-to-end wholesale ordering solution for the food industry has experienced massive growth, processing more than 250,000 orders each year with an annual gross order value of more than NZ\$75 million and over 4,000 restaurants and cafes setup to order online.

The Fresho application, fully mobile and desktop-optimised, has become the go-to app for hundreds of

Kiwi chefs and bakers across the country. The app is much like an online shopping experience tailored specifically to the food industry, allowing restaurateurs and bakery owners to choose exact produce quantities to keep food waste to a minimum.

Among Fresho's impressive list of customers are food suppliers such as: Neat Meat, Lee Fish, Loaf,

European Bakery and Harbour Fish, and restaurants and venues such as Euro, Ostro, Jervois Steak House, Baduzzi and Sid at The French Café.

Fresho general manager, Sarah Rumbold, says food wastage and supply chain efficiency were the driving forces behind bringing the solution to the New Zealand market from Australia, where the business has also attracted the appetite of investors, raising more than \$9 million in capital.

"I knew the food business was ripe for change having experienced firsthand the thousands of dollars wasted on food in a working kitchen every day", says Mrs. Rumbold.

"Having seen the cost and time efficiencies play out in Australian businesses, it was clear the New Zealand market would benefit from having a fast online easy to use digital solution to replace the labour intensive manual process that currently exists for most food suppliers."

"And, as a nation focused on sustainability, I was confident our simple, automated, paperless software would appeal to food and beverage businesses looking to prevent wastage at the source."

Buyers see live prices and specials so can make informed product choices helping to better manage their food costs. Suppliers receive the order immediately in an easy to use dashboard which reduces errors and helps them fulfil orders without delay. The real time sales data enables suppliers to manage their stock levels more efficiently and eliminates wastage before it becomes an issue.

Fresho also provides an opportunity for boutique suppliers that showcase the best local ingredients New Zealand has to offer, to connect with top chefs.

"Smaller suppliers offering specialist local ingredients often have limited resources to reach new customers. Fresho provides a

direct channel between chefs and suppliers, making it easier for chefs to discover a wide range of unique ingredients," says Mrs. Rumbold.

Fresho's software is a simple one-touch solution to ordering, invoicing, payments, reporting, warehouse management, product pricing and more. The solution can be integrated with any accounting system.



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## FRESH START

# Assistance and knowledge you can trust in

When the first Covid-19 lockdown moved to Level 2 and food businesses could resume trading, the obvious guidelines were readily available but there was, in some cases, a lack of information.

While all food businesses must have their own Food Plan, Covid-19 and its potential risks overruled some of the areas covered in the Food Plan, such as deliveries of goods. While information on temperature control for chilled deliveries had already been included, there would not have been any information about risks associated with chilled goods that may have been contaminated with coronavirus bacteria. And we now know that the virus can survive for quite long periods on various surfaces.

At Auditing Solutions Ltd, a sister company to Food & Health Standards NZ Ltd, staff started dealing with calls from very concerned customers in the first lockdown and more than 400 Zoom meetings took place within the companies to ensure that everyone knew how to answer the questions as they arose.

With their customers ranging from supermarket chains, retirement villages and aged healthcare and restaurants to retail and commercial bakeries, providing the most up-to-date covid-19 information was an enormous undertaking and it will be for some time to come.

Auditing Solutions NZ Ltd managing director, Ian Shaw, who is a qualified verifier and evaluator, says Covid has changed the whole way food businesses need to think about all their processes now and as a well-established company with extensive industry knowledge they believe they are the best people to help deal with all business dealings relating to verifications, auditing and Food Plan amendments.

In fact in the 1990s before Food Control Plans became law, Ian's companies developed the first Food Plans for the businesses they dealt with.

Today, in a food production environment weighed down with paperwork, Auditing Solutions Ltd is the stress-break. They're a 24/7 operation with consultants based around New Zealand and they take the stress out of dealing with the paperwork.

For example, says Ian you might contact them to check whether the labels you use are correctly worded. "A common question is, 'can we call our product gluten-free when we process other products in the same area?' So we get into quite a deep discussion about that because that's all about separation of people, environments, cleaning equipment, storage, everything. That's one area, and allergens in line with that, is another area. 'Can I store these nuts next to gluten flour?', 'I'm using a canola oil and it's got soy in it. Do I have to put on my label, May Contain Soy?' And I'll say: 'Yes you do'."

Another area might be dealing with verifier checks.

"We might take a call from a client saying: 'I've just had the verifiers through and they're asking for x, y and z. What do you think about that? Do you think that's fair?', or they might ask, 'The verifier is not signing off on our pie meat fillings cooking and cooling time/temperature regimes, why?' And I'll say to them, 'That's been validated by Government and I was part of that validation so I've got the documents here and they can forward them onto the verifier.'"

"They may come to us because they are having trouble interpreting the Food Control Plan or they sometimes might have a bit of difficulty in understanding what they need to do to test product. For example, 'Can I multi-test? Can I group the test together and do just one sample?' that sort of thing."

Following lab testing, businesses will sometimes call Auditing Solutions because they don't know how to interpret the results they get back from the lab. It might be that they've had a recall or a complaint and they'll be asking if they should recall the product in question, says Ian.

"So we provide a lot of assistance right across the board and we work with a lot of bakers. We calibrate our verifiers; they're very experienced, they're well trained."

"When the baking industry uses us for their verifier they'll get knowledge, highly trained, impartial (they are the eyes and ears of MIP as well and they have to be responsible) respected people to work with them in all aspects of their business."

"We've got geographical coverage of most areas of New Zealand and because we've built our business to have verifiers and business in most areas of New Zealand we can then offer the bakery a shared-cost related arrangement. And we're currently streamlining with our verification systems with an IT company that is developing a system where checklists and verifications will all be stored together for the bakery to access. We're also trained to do remote verifications when there are changes in levels of Covid-19 lockdowns."

"So give us a call and let's talk about how we can take some of the stress out of your business" says Ian.



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## FRESH START

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Get rid of all waiting and multiply your earnings with multi-portion speed baking.

The limited size of the pan in a traditional speed oven does not allow you to cook more than one sandwich at a time. This translates to prolonged waiting times during rush hours.

Thanks to BAKERLUX SPEED.Pro™ and the 450x330mm surface of the special SPEED.Plate tray you can bake up to four or more sandwiches at the same time and never keep your customers waiting.

### Bake Mode

The spacious baking chamber with the double-speed fan is ideal to grant fragrant and browned baked goods. Conquer your customer, diversify your offer; increase your profit.

The BAKE mode allows you to carry out convection baking programs made of several steps, store the most used programs or use the automatic CHEFUNOX programs.

Ideal for frozen bakery products, but also capable of cooking other types of food, it allows you to reduce the cooking process times by inserting one or more steps that combine convection and microwaves.

### Speed Mode

The plate for speed mode makes it possible to heat both single and multiple portions of food in seconds. Service times are halved, your profits doubled.

The SPEED mode allows you to quickly heat up any type of food; memorise the most used programs or use the SPEEDUNOX automatic processes.

The oven remains at working temperature even during the stand-by phases to always be ready and heat up your dishes in seconds. ADAPTIVE.Cooking technology automatically adjusts the cooking process according to the actual food load.

Maximum speed and triple cooking:

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The SPEED.Plate and SPEED.Grid accessories make it that much easier to heat, toast and serve your products to multiple customers at a time.

### SPEED.Plate

Accumulates heat during preheat or when the oven is in stand-by mode and releases it quickly as soon as the food is put onto it. The non-stick coating makes it easy to clean.

The Flat side surface quickly heats up and browns the bottom surface of the food and gives it an intense and uniform colour. The side and rear lips make it easy to position the food and remove it. The Ribbed side allows a more effective removal of humidity from the bottom surface of the product, ideal for club sandwiches.



### SPEED.Grid

Quick to preheat, simple to use, allows you to obtain intense markings on every type of product. Combined with the special toothed scoop, it allows easy positioning and food extraction.

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## APPRENTICE BAKER

# Diversity in baking career options inspires apprentice



**Nick (Narinderpal) Grewal – apprentice baker Goodman Fielder**

**By Cynthia Daly**

**W**ith a well-rounded baking background and an apprenticeship nearing completion, it is fair to say that Nick (Narinderpal) Grewal has the skills and determination to success in any aspect of baking he chooses. In the process of training though, he's discovered the world of research and development. A career move in that direction would take him beyond seeing the products he's made on supermarket shelves, to not only creating new and exciting bakery lines but also the equipment needed to produce them. First of all though, he has to learn how to deal with misbehaving robots.

The word tenacity springs to mind as Nick and his production plant manager, Tej (Gurtej) Grewal talk about his rapid rise to

baking apprentice at Goodman Fielder where he works in a plant producing mainly small goods.

Prior to Nick's application for a baking position at Goodman Fielder in Highbrook, Auckland he had worked in a variety of bakeries learning basic skills, artisan techniques and some of the science behind why a recipe succeeded or failed.

While studying at NSIA Nick picked up night seasonal work (Easter and Christmas) at Baker's Delight in Botany Downs making croissants and hot cross buns.

"They were quite busy and we just kept working on the mixer and helping the table guys working on the dough because you need a lot of muscle pressure to help put the raising into it," says Nick.



## APPRENTICE BAKER

What made the process interesting was that different bakers used different techniques of preparing the dough, so he had to continuously check the weights and textures etc.

He moved to a Fresh Choice supermarket bakery before getting a call from Wild Wheat, a legendary Auckland artisan bakery where owner, Andrew Fearnside took him under his wing and opened up the world of European-influenced baking using sourdough for many of its products.

Nick says: "He's the one that taught me everything; mostly we were doing sourdoughs. Every Thursday he would bring a new recipe to try and see how it goes. Maybe you have to add flour or water."

This taught Nick how to take a standard recipe and develop it further, as well as how to calculate volume increases.

"He always did a monthly recipe and from my first week with him, he started doing that with me."

Those initial work experiences meant Nick was an ideal candidate for an intermediate baker role at Goodman Fielder. He had approached the company in the hope of learning more about the commercial side of baking and was delighted to hear that if he was accepted there was a possibility of an apprenticeship.

He got the job, and it wasn't long before his knowledge and enthusiasm caught the eye of his supervisors.

"I started in May and in October I was offered an apprenticeship. Saurabh, the site manager at the time said I was the first person to get an apprenticeship so early. Usually it takes at least a year to be offered an apprenticeship. At that time Tej helped me. He was the one who told Saurabh that I should get an apprenticeship. He told him about my work and that I could complete an apprenticeship."

Tej explains that Goodman Fielder seeks interest in apprenticeships and applications from existing staff. At the time of this interview, 25 staff from various areas was working on internal training modules. Through that process they can be assessed to gauge their interest in going through an apprenticeship programme.

Tej says: "We commit them to it. We have five different modules that we use for new staff. They have to do a bit of digging to start with finding out when baking actually started, what region it started in and how baking has evolved. So they go away and do a fair bit of research around that before they are able to complete the questionnaires. And then we have an interview process for them, where we shortlist candidates that show an interest in an apprenticeship and they have an interview onsite, then a second



interview to look at suitability. From there 5-6 candidates are shortlisted depending on the quality of the applicants.

Once accepted, Goodman Fielder enrolls them in a three and a half year apprenticeship programme through NZ Bakels.

"When Nick came through we were in a similar stage where we were looking at apprenticeships and given that Nick had already had a lot of previous experience before applying for one of the bakers' roles here, it was a no brainer to offer Nick the opportunity to future develop himself as part of completing an apprenticeship."

"Since Nick has been on the apprenticeship programme he has taken it with both hands. His progress is very impressive. He is by far one of the leading guys that are in the programme across this site and not only this site but across the GF (Goodman Fielder). So he is doing really well in terms of his progress. We're very happy with that. He also has regular catch ups with me where we sit down and go through how he is going and whether he needs any help. I'm a qualified baker myself and his team leader that Nick reports to is a qualified baker who has been through a similar process. So Nick's got a very good team and good support network around him that can help with his progress but it all comes down to your own willingness and how much you put in yourself. And that has been really great to see how Nick is performing and how he's taking that opportunity."

Nick's commercial baking role is vastly different from his background. For a start the scale is huge; a large semi-automated plant with raw ingredients to monitor, specific client recipes to follow and machinery, including robots to keep in line.

Tej says: "The plant is divided into two areas, the make-up and the packing area. Nick works in the make-up area."

"We have 35-40 SKUs on the small goods and rolled plant which ranges from sixes rolls to your plain hamburger (buns) or seeded hamburger. We do most of the QSR (Quick Service Restaurants) customers such as KFC, Burger King, Wendy's, and they have very unique recipes for their individual franchises and the requirement around the quality is very tight in terms of the specs in the customers' expectations."

Nick says: "Each week we get a report on how the flour and the yeast are; that is what depends on our dough texture. Our plant produces mainly small goods and these two factors have a major effect on the final product. If your flour is not extensible enough it won't prove or it won't have good texture. And if the yeast is not that good you need to add a little bit extra; you can smell when it is right and you can get the final product you want."

Nick learned the senses of baking working at Wild Wheat like dropping a bit of dough into hot water to see if it rises. If it does that confirms it has yeast in it. And by tasting the dough you can tell if salt has been added.

"Here even though it is a semi-automated operation, you still have to touch the dough to check that it is perfect."





## APPRENTICE BAKER

"While it is semi-automated there are areas in the plant where you need to check water temperature, flour temperature and adjust the yeast accordingly," says Tej.

"As a baker, when the dough is ready, you still pull the dough out of the hopper and you check for your gluten strength and the consistency of the dough, especially when you put the dough through the machine and see how well that dough is behaving.

If you've got your consistency right you'll have no problem running that dough through the plant and if you haven't got that consistency right you obviously have to make changes. You are always monitoring what is coming out of the oven and making changes according to the next product. Those skills only come from hands-on training and that's where Nick's previous roles come in to play; being able to make those adjustments."

Nick finds his role very stimulating and he likes solving issues or dealing with any challenges including those robots!

"There are robots that work for us loading and unloading the pans. Yesterday they played up a lot. They work on small sensors and normally they work really well.

But sometimes their sensors start playing up for some small reason and that can affect the plant reliability. So every day you have to check the pre-ops to make sure everything is working correctly."

Tej says: "There's a lot more coordination you have to have in these roles and that's what I find is the biggest key difference between small hands-on manufacturing to a bulk manufacturing plant. Monitoring multiple areas at one time and communicating with other staff to make sure the products are coming out right."

Nick works a 6am-6.30pm shift and says the job is very rewarding. "I love the smell of the bun when it comes out of the oven.



It smells so good you feel like eating it but you can't. When you see the product looks so nice you think 'I made it' especially when you go into Pak'N Save and people pick your product; seeing your product displayed in the supermarket and you made it!"

And future hopes?

"When I started here I heard a lot about the R and D team (research and development) and I want to go and see how that works. They get the chance to explore new machines and products and learn other techniques people use. Their job is more fascinating.

"Even when I was doing hand-moulding at Wild Wheat new people used to come from France, Spain or even Colombia or Sri Lanka and they've all got different ways, different techniques. They'd say 'try it' and I could see the difference."

Tej says part of the Bakels training and block courses are run by R and D with the help of the technical team. "Our guys get to work with the R and D team and we make them a big part of it so that they get the learning out of it."

"They had a good three and a half day programme where they studied bread faults and they experimented. They mixed up dough and put some colouring in it and quartered it differently and placed it in the tin differently. Once the loaf was baked and sliced they could see from the colour they put in how the patterns had evolved depending on how it was sliced and that gave them a very good understanding what is good for piecing and what is bad for piecing."

At the end of the working day Nick leaves the baking-side of his life behind. Sport fills his leisure time. While he loves making ciabatta, these days the only thing he bakes at home is waffles or Indian chapatti. It's a good balance.





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Instant Dry Yeast	Pinnacle Fresh Compressed Yeast
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## APPRENTICE BAKER



Cambell, left, and Brandon turn out a great batch of pies.

# Baker's skills entices apprenticeship

By Sue Fea

**B**randon Boniface, 21, first started his three-year baking apprenticeship at Beano's Bakery in his home patch of Waikouiti, 40 minutes north of Dunedin, at the start of 2019, fresh from school, quite quiet and reserved. Now entering his third year of training, Brandon's a confident, outgoing and skilled young baker, holding his own in the bakery banter. Not only that, he's made baking a career with his sights firmly set on one day travelling and working in Europe to gain valuable artisan experience.

Something of a perfectionist, Brandon doesn't settle for mediocre in his baking. He's becoming renowned for his first love – baking good pastry, something that Beano's co-owner and trainer Cambell Gibbons says Brandon now has down to a fine art. "That's my favourite thing to bake. I quite enjoy making pastry," says Brandon. "It's important to ensure that the fat is evenly distributed throughout and that when it's rolled it'll puff up nicely." He's also learned the motto, 'never give up'. "I'd tried making croissants a while ago and it just wasn't working I just couldn't get the layers right, but recently I decided to have another go and I'm very proud of how they turned out. Sometimes it just clicks."

There's a mutual respect between Brandon and Cambell, who says you get what you put in with an apprentice and while it may

take time to train and teach somebody it definitely pays dividends in the end.

"If Cambell is working on something that I've never seen made before then I watch and ask him what's in it and all about the process," says Brandon. "Today he was making eclairs and telling me all about the process and the perfect texture I need to achieve, giving me the steps to get to that next level!"

"I've learned that time management is very important and I'm still working on it," says Brandon. "Sometimes you've got to go with your gut too. I've found that if you think you've done something wrong then you should probably try and fix it, rather than giving up and tossing it out."

It's that persistence and striving to be better that impresses Cambell most about his young protégé.

"It's good for me because he's always pushing me to know the answers to help him learn," says Cambell. "It challenges me to be a better teacher and not to take shortcuts, for the most part making everything from scratch so that he gets a good knowledge of the techniques and process. He challenges me to think why I'm doing, what I'm doing," he says. "Brandon likes to figure out why something doesn't work and know why it went wrong."

For somebody who had not even entertained a baking apprenticeship, Brandon has truly discovered his talent and passion for the industry. He had worked after school at Beano's



## APPRENTICE BAKER

during his final years of high school “just for some pocket money”. However, when Cambell suggested he might like to join the team full-time as an apprentice, Brandon jumped at the chance. “I was going to go to uni but I didn't know what I wanted to study,” he says. “I saw what Cambell was doing and found it really fascinating and interesting.”

He's now in the business to stay and feels very fortunate to be working in a great, friendly small business team. For Brandon, the favourite aspect of his job is the fun atmosphere. “It's very chilled and everyone's always friendly. We have the odd stressful day, but usually everybody is very relaxed and laid back.”

He'd love to hone his artisan bread-making skills one day but he's definitely planning to stay at Beano's for some time after his apprenticeship is complete. In the meantime, he's gaining all the artisan experience he can from Cambell in a bakery where for the most part everything is made from scratch.

*“If Cambell is working on something that I've never seen made before then I watch and ask him what's in it and all about the process”*

Cakes are next on the horizon for Brandon, who's already regularly asked to bake cakes for his mates for birthdays and special occasions. “I'd like to get into more cakes and sweet treats then move up to something more challenging like wedding cakes.” He even turned out some pretty good strudel for his family's Christmas dinner one year, after a training session with Graham Heaven.

Even the hours are young person friendly, usually 11am until 7pm or 1pm until 9pm and contrary to popular belief Brandon says if you work hard and gain the respect of a good boss you will definitely be rewarded. While there's even more incentive for employers to take on apprentices under the latest government apprentice scheme, Brandon still got his first two years of study for free through a government scheme designed to entice apprentices.

Cambell, now 32, completed his own apprenticeship training through Food & Produce New Zealand tutor Graham Heaven, renowned for his training and experience nationally, and now Graham is overseeing Brandon's apprenticeship. “It's great because Graham comes down regularly and trains on-site,” says Cambell. “For a small bakery like us it's difficult to have your apprentice away for four two-week block courses a year. That's a lot of extra workload,” he says. Brandon was given the choice though of which way to complete his training and as a strongly visual learner he chose to opt for the on-site training with Graham. “Graham shows me what to do too and I have a really good tutor relationship with him,” says Cambell.

“Don't be afraid to take a risk and take on an apprentice, and

don't judge a book by its cover,” he says. People have to make mistakes to learn but if employers have faith their apprentices will become a blessing not a burden. “Be patient as the time you put into them definitely pays off,” he says. “We have a shortage of skilled bakers. They're few and far between and in high demand, so it'll pay off in the long run.”

With a serious shortage of bakers in the country right now, Graham says it's encouraging to see a big increase in females taking on baking apprenticeships. “That was very rare back in the 1960s and now about 60 percent of our apprentices in New Zealand are female,” he says. “I think it's great as these young girls are extremely good,” says Graham. “They're a bit more focused than many of the guys, tend to be more diligent with their bookwork and are very creative. It's great to have them in our industry.” There are currently more than 400 baking apprentices in total in New Zealand but Graham says the industry definitely needs more.

Pay rates are improving with the average qualified baker earning between \$24 and \$26 an hour, but that's still well below the \$35 to \$40 an hour some are earning in Australia, he says. Prior to last year's main lockdown that had attracted a lot of Kiwi bakers across the Tasman but with many people, post-Covid, looking for career changes he's hoping they'll be enticed back into the industry.



Brandon doing what he loves, working with pastry





## Baking influences in society

In our new section, Spotlight on, *Slice* magazine aims to bring you stories that inspire and help recognise the difference baking can make to society. If you have a story worth telling in Spotlight on please email the editor [cynthia@bianz.co.nz](mailto:cynthia@bianz.co.nz)

In our first article, Sue Fea shows us how much something as simple as a batch of cookies can improve lives.



Parveen busy at work and enjoying his job.

spotlight on

# Cookies offering the best while changing lives



The Cookie Project co-founders Eric Chuah (left) and Graeme Haddon.

## By Sue Fea

The Cookie Project social enterprise is not only warming hearts but many a full belly too with its delicious handmade cookies, now in demand around the globe.

It all started in 2017 when former banker Eric Chuah, who had a passion for 'people over profit' met his now business partner, Graeme Haddon. Previously a home caregiver, Graeme had adopted four kids from a struggling family. With three of them having a cocktail of disabilities, and the employment rate for Kiwis with disabilities sitting at only 22 percent, Graeme worried about what his kids would do after completing school.

When Graeme gave Eric some of his home-baked cookies to try, the banker in Eric kicked in.

"They were so good but I said, 'let's make them better by adding the best of New Zealand', so he made them with Lewis Road Creamery Butter," says Eric. "I tasted them, looked at him point blank and said, 'this is the future for you and your family.'"

Graeme, now 'Chief of Cookies' for The Cookie Project, has been baking since he was six.

"My next-door neighbour taught me to bake growing up in West Auckland," says Graeme. "We used to make loaves, peanut brownies, chocolate chip biscuits and butter cookies."

Before long Eric had invited Graeme to be a co-founder with him in a new venture that put people above profit, employing bakers with all manner of disabilities – sensory, physical, cognitive and mental health, and paying them a decent wage.

"We knew we wanted to take this social enterprise a long way so at the get go we set up a for-profit legal structure, rather than a charity," says Eric. The focus was on achieving agility, scalability and sustainability. "The most important goal was to win customers through quality not sympathy, by using the most premium New Zealand ingredients," he says. They partnered with Lewis Road Creamery, Trade Aid, Pic's Peanut Butter and Champion Flour. "However, we never receive any free ingredients as we want to teach our bakers about earning their own money – giving them a hand up not a hand out," says Eric.

It took them six months to really refine the recipe, with friends and family pretty much 'over-indulged' as test tasters. Size, shape, texture, after-taste and the sweetness were all taken into account.

In June, 2018, they launched their first product to the market, selling more than 5000 cookies in the first two weeks. The cookies were later sold online at The Cookie Project website as well as through New World and, prior to lockdown, at 26 Trade Aid stores around Auckland. It was incredibly busy the day they launched them at New World Metro. "They sold out in 45 minutes," says Eric.



## spotlight on

They've also received great collaborative support from Eat My Lunch, a fellow social enterprise that provides free lunches to school children, which shared its kitchen space during their first year of operation.



Even Prime Minister Jacinda Ardern, who is a self-confessed The Cookie Project chocolate chip cookie lover, was in attendance at the launch of their baker traceable QR code packaging last year.

The Cookie Project now employs approximately 15 bakers who are all trained on-site by Graeme and each paid the minimum wage of \$18.90 an hour, with many choosing to work six days, totally proud and satisfied with their newfound ability. Some of them had even worked previously for \$1.75 an hour under a minimum wage exemption policy. "In 17 months The Cookie Project has received 12 awards of recognition, including the 2019 Attitude ACC Employer Award for its employment framework.

"We have a queue of people with various disabilities waiting to join up and it's impossible to keep up with demand for our cookies." They now have a huge social media and online following, helped greatly by the special QR code on the back of each packet

of cookies. Customers can scan the code on their phones and find out just which baker baked their cookies, read a profile about the baker and their disability, then leave an encouraging comment. This has been hugely uplifting to the bakers, says Eric. Stories about the project have reached across the globe. "We've had people in the United Kingdom wanting to buy container loads of our cookies and Asian countries, really big on butter cookies, want to know how our enterprise works," says Eric.

The change in the bakers' lives has been phenomenal, according to their families, says Graeme. Heart-warming stories regularly make it all worthwhile. "One of our bakers spent 10 years not wanting to dine at the table with his family, even at Christmas, instead eating in his room. But since working for us, his mother says he now always eats with his family year-round," says Graeme. "It gives them a sense of purpose. We didn't realise the impact this would have." Another of their bakers had only done voluntary work for 14 years after she had a kidney transplant. "At 45-years-old, this is her first ever paid job, and she's now married."

One of Graeme's own adopted daughters, 19-year-old Ngā Hou has also achieved a whole new independence baking for the project, catching the bus and train to work with support from another older baker.

The Covid crisis this year almost ruined the whole project for good, says Eric. They had signed up on a commercial kitchen lease in Auckland but the second lockdown hit, causing the landlord to pull out. A devastated Eric and Graeme thought it was all over after two and a half months negotiating the lease. The thought that their precious bakers would no longer have a job drove them to launch 'The Cookie Comeback Challenge' to find a kitchen in one month. "It was virtually impossible, but thanks to help from social media we slammed it in 10 days," says Eric.

Eden Park management stumped up offering to lease out one of its large catering kitchens, which was only used a handful of times during the year, and The Cookie Project and its smiling team of bakers were back in business.

In 2021 they're promising some new flavours, to add to the ever-popular, signature butter, chocolate chip and peanut butter cookies, while during the Christmas season Santa's Snack – cranberries, pistachios and caramelised white chocolate, slid down a treat with many Santas.

They're also hoping to launch a Local Cookie initiative this year (2021) enabling Kiwis with disabilities throughout the country to generate employment for themselves.



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## Bacon & Walnut Loaf with Honey Butter

Recipe by: Darryl Norriss  
@Farmers Mill

### Ingredients:

350 g	Farmers Mill Summit Flour	150 g	Eggs (3 eggs) - Room temperature
10 g	Baking powder	25 g	Honey
5 g	Baking soda	150 g	Grated cheese
2.5 g	Salt	70 g	Coarsely chopped walnuts
1.5 g	Ground black pepper	150 g	Bacon bits (Fried and cooled)
300ml	Cream	<b>Honey Butter:</b>	
75 g	Sour cream	100 g	Butter, softened
75 g	Olive oil	50 g	Tablespoons Honey

### Method:

1. Preheat oven to 165°C. In a large bowl, whisk the first 5 ingredients. In another bowl, whisk cream, sour cream, eggs and honey until blended. Add to flour mixture; stir just until moistened. Fold in grated cheese, walnuts and bacon bits.
2. Transfer to a greased loaf pan approximately 650g of the batter.
3. I used sliced cherry tomatoes on top, but you can use another garnish if you choose too.
4. Bake until a toothpick inserted in centre comes out clean, 40-50 minutes. Once out of the oven brush the loaf with the melted honey butter mixture.
5. This recipe will make 2x 650g loaves.
6. Cool in pan 10 minutes before removing to wire rack to cool completely.
7. In a small bowl with the leftover honey butter mixture. Serve with loaf.

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## MOROCCAN BEEF CHEEK PIE || MAKES 12 PIES

### BEEF PIE FILLING

750g beef cheek, large sinew removed  
 1 tsp table salt  
 3 cloves garlic, peeled and minced  
 2 cups beef stock  
 2 Tbsp maple syrup  
 2 Tbsp **Barker's Professional Harissa Paste**  
 ¼ tsp saffron threads  
 1 tsp paprika

### METHOD

1. Preheat the oven to 130°C.
2. Season the beef cheek with salt on each side. Using a heavy based frying pan, sear the meat for 3 to 4 minutes on each side.
3. Turn off the heat and add in the garlic, beef stock, maple syrup, **Barker's Professional Harissa Paste**, saffron and paprika.
4. Place all of the above in a roasting tray covered with tin foil (or in a casserole dish) and cook at 130°C for 3 to 3½ hours.
5. Remove from the oven and allow to cool.
6. Place short crust savoury pastry into 12 greased and floured pie moulds. Spoon in the beef pie filling and flatten.
7. Cover the tops of the pies with puff pastry and crimp the edges. Using a pastry brush, smear the lids with egg wash, a little milled black pepper and sea salt flakes. Prick the centre of the lids to allow steam to release during baking.
8. Bake at 165°C for 25 minutes.

## BEEF EMPANADAS || SERVES 20 SMALL EMPANADAS

### INGREDIENTS

3 cups all-purpose flour  
 ½ tsp table salt  
 168g unsalted butter  
 1 egg  
 ¼ - ½ cup coconut milk (adjust to obtain a soft and smooth dough)  
 2 Tbsp coconut oil  
 500g beef mince  
 1 onion, peeled and finely diced  
 300ml **Barker's Professional Sriracha Red Tomato Hot & Spicy Sauce**

### METHOD

1. In a food processor mix the flour and salt. Add the butter and pulse.
2. Add the egg and the coconut milk, adding slowly and continue pulsing until a clumpy dough forms.
3. Split the dough into two large balls, flatten slightly into the shape of disks.
4. Roll out the dough into a thin sheet and cut out round disc shapes for empanadas. You can also make small individual balls with the dough and with a tortilla press use it to flatten the dough balls.
5. In a saute pan, heat the coconut oil then add the beef mince and onion. Fry until the water from the mince has evaporated. Add the **Barker's Professional Sriracha Red Tomato Hot & Spicy Sauce** and cook the beef down in the sauce. Allow to cool.
6. To assemble the empanadas, place a spoonful of the filling on the middle of each empanada disc. Fold the disc and seal the edges by pressing the dough with your fingers.
7. Refrigerate the empanadas for at least 30 minutes before baking, brush with egg wash.
8. In a pre-heated 180°C oven, bake for 18 to 25 minutes until golden.



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# Cookie Dough Cups with Banoffee filling & Meringue twist

~ Makes approx 60 ~



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## INGREDIENTS

- 225g butter
- 150g brown sugar (3/4 cup)
- ¼ cup golden syrup
- 320g flour (2 ½ cups)
- 1 tsp baking powder
- 500g NESTLÉ HIGHLANDER Sweetened Condensed Milk
- 50g butter
- 200g NESTLÉ DOCELLO Snowcap White Compound Chocolate
- 1 tsp vanilla paste
- 3-4 firm ripe bananas
- 3 egg whites
- 1 cup caster sugar
- ½ cup water



## METHOD

Pre-heat the oven to 180°. In the food processor combine the butter and brown sugar and whizz until smooth and creamy. Scrape down the sides and add the golden syrup, pulsing until well combined. Add the flour and baking powder and whizz until the mixture starts to clump together. Divide the mixture into 18-20g balls and press each into a mini muffin hole using your fingertips or the end of a wooden spoon to make a deep nest.

Bake for 12-15 minutes or until golden. Remove from the oven and use the end of the wooden spoon to reshape into deep nests. Allow to cool before filling.

In a large saucepan combine the condensed milk and butter and gently heat until the butter has melted, increase the heat and simmer for 5-8 minutes until pale golden and thick. Stir in the white chocolate until melted and smooth. Add the vanilla then chill the mixture for at least 1 hour or until set and spoon-able.

For meringue place the sugar and water in a small saucepan and cook over a medium low heat until the sugar has dissolved, swirl the saucepan rather than stir. When dissolved increase the heat to a boil and cook a further 4-5 minutes or until syrupy and glossy (about 240° on a sugar thermometer).

Meanwhile whip the egg whites to medium peaks then slowly drizzle the boiling sugar syrup in, beating constantly until the mixture cools and is thick, white and glossy.

To assemble the cookie cups, place 2 small slices of banana at the base of each cup then top with a spoonful of the condensed milk caramel and finish with a swirl of meringue. Place on lined tray and grill for 1-2 minutes to toast the meringue.



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