

slice

from the Baking Industry Association
for cafés, caterers and bakeries

Issue 22, June 2014



BakeNZ

preview the attractions



Great prizes, great rewards

**The scone –
reliable café favourite**

Cake decorator escapes the law

Mystery bakery owner in Queenstown

Brazilian cheesebread hits the spot

Wellington chefs turn seriously to baking



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that Slice magazine articles are
up-to-date and as accurate as
possible at the time of publication,
but no responsibility can be taken
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From the Office

BIANZ EXECUTIVE OFFICER BELINDA JEURSEN REPORTS

In February I had the enjoyable task of visiting bakeries in Wellington and as far up the Kapiti Coast as Waikanae. Visiting 24 bakeries in two days reveals their similarities and their variety.

Most bakeries and bakery cafés make some combination of bread, cake and pastry products which they display and sell to the public, along with coffee and lunch items. But there are a few fundamental aspects that make all the difference to the initial impression and the customer experience.

I saw a lot that made me feel positive about our industry, and a few things that disappointed me, but mostly it made me think about what it is that makes the difference between an average experience and a great one which makes you want to go back again.

One of these is presentation. When you own or work in a bakery or café it's easy to stop "seeing" your shop as outsiders do. When last did you have a good look around? Is the floor clean? Is the lino peeling? Could the walls do with a good scrub? Is the glass on your cabinets and fridges clean or is it smeared? Are the tables clean and cleared often? Do they wobble? Has the sugar been replenished? Is your signage fresh and up to date? Is there litter and cigarette butts blowing around the entrance? Is the window clean and clear of old notices and stickers? Can customers see in?

What about your product? Have you made anything new recently or are you trotting out the same stuff as last year? Is product replenished in the cabinet and on shelves as it sells? Are your cabinets clean and crumb-free with product laid out in an inviting way? Does it all look fresh?

And then there's service. Are your staff friendly and efficient? Is your coffee good? Is service fast enough? Do staff upsell? Do they get to know regular customers but make all customers feel welcome? Do they help customers to choose? Are they knowledgeable about the products you sell? Are their uniforms clean? Do they even have a uniform?

Are your staff aware of food safety issues like not handling money and food together?

Obviously every bakery and café has to take location, customers and finances into account when making decisions about what kind of outlet they are going to run. A high end artisan bakery selling ciabatta is not going to work when local customers are builders and courier drivers wanting a pie and coffee. But clean premises, friendly staff and great product should always be a given.

On another note, please look out for information in this issue of *Slice* and on our website about BakeNZ 2014, happening in June at the ASB Showgrounds and the Pullman Hotel.

The Bakery of the Year Competition prizes this year are well worth the effort of entering. We look forward to seeing you at Fine Food and at our Awards Dinner.

Worth Knowing

Worth your salt

Have you made the switch to iodised salt in your bakery or café? If not, this is a reminder that it is mandatory to use iodised salt in bread making in New Zealand.

The standard was introduced two years ago and now Australian company CATALYST Ltd has been commissioned by the Australian Department of Health to undertake a compliance review of the mandatory replacement of non-iodised salt with iodised salt in bread in New Zealand.



New Zealand sea salt harvesting at Lake Grassmere, Marlborough

The compliance review will report on and make findings about

the impacts on enforcement agencies in ensuring industry compliance, specifically:

- Have sufficient enforcement strategies been implemented?
- Has enforcement action been taken where non-compliance has been identified?
- Are enforcement agencies working with relevant industry groups to enable and ensure compliance?

CATALYST will be contacting relevant companies in the salt manufacturing, bread baking and retailing industries, and New Zealand compliance and enforcement agencies.



New Members We welcome

Baker Gramercy	Wellington
Pukeko Bakery	Auckland
Double L Bakery & Café	Feilding
Melba Foods	Tauranga
Waihi Beach Bakery	Waihi Beach
Steel Fern Ltd	Napier
Swiss Café and Bakery	Auckland
Thames Pies	Thames
Young Baker Ltd	Rolleston

From the President

MICHAEL GRAY KEEPS IN TOUCH



I find it's always good at this time of the year to take stock of what I have achieved so I can reassess where our company is heading. Sometimes the goals that we set at the beginning of the year need to be reviewed and our achievements noted so that we can alter our strategy in line with changes.

The same is true within BIANZ. With another term of the executive coming to a close we will be getting ready for the next year of business and setting some new goals. But taking stock of our achievements is also important.

We have had several new partners join our association, notably Farmers Mill and Coca-Cola Amatil.

Significant work has been put into bakery training by Thomas Thomas and other board members. This will result in a more robust apprenticeship programme rolling out shortly.

Craig Rust has done a great job as treasurer and has been heading up a couple of other projects that will hopefully be very fruitful for our industry in the next year.

Work had also been done in regard to food safety, with Brendan Williams continuing to work with our partner Food and Health Standards on delivering an easy to use FSP.

Mike Meaclem has done a great job on organising not only the Bakery of the Year competition but also the successful Christmas Mince Pie and more recently the Great Hot Cross Buns competition.

Kevin Gilbert has been involved in BIRT and is working continually to ensure that our flour levy is used so that it will benefit the entire industry.

This year we have also added James Wilson to our executive which has been a great move, bringing another wholesaler's perspective to the board. We can all see the value that he will provide over the coming years.

Belinda has once again ensured that our members receive true value and carried out all of the vital background work that keeps BIANZ ticking.

Lastly I cannot stress enough the importance of getting to Fine Food and entering the competitions this year. Even if you only enter a few sections there is a high chance that you will be rewarded for your efforts. It's a way to show your customers why they should shop with you. It's also a chance to sharpen skills and uplift your business. Your customers will love it.

Only people who don't enter competitions think they are unimportant.

Happy baking and good luck.

Michael

An apology

In the last issue of *Slice* (issue 21, March 2014), a statement about the meaning of artisan baking was mistakenly attributed to Isabel Pasch of Bread & Butter Bakery & Café in Auckland.

The statement, proposing amongst other things that true artisan baking required apprenticeship training in Europe, was in fact provided by Olaf Blanke of Olaf's Artisan Bakery & Café in Auckland.

I deeply regret what happened and apologise unreservedly to Isabel Pasch. Not only was the statement wrongly attributed but the opinions expressed were completely different from Isabel's own.

In offering her interpretation of artisan, Isabel Pasch wrote:

For me, artisan baking is not about the shape or whether a bread has fruit, nuts or spices added.

Artisan baking and especially artisan breads use only very few simple ingredients: flour, water, salt and some form of natural leavening agent like sourdough, biga, poolish or fresh yeast.

Artisan baking requires a skilled baker, who treats doughs with respect and most importantly will allow enough time. Time for doughs to slowly ferment, time for complex components of flour to break down, time for subtle flavours and textures that characterise truly artisan bread to develop.

This means you cannot make artisan bread in two hours and by giving a premix that comes out of a bag a fancy shape and decorating it with olives and cheese.

I apologise also to Olaf Blanke for the error.

David Tossman, editor

The Great New Zealand Hot Cross Bun Competition Masterton takes the trophy



Photos: top: the winning entry. **Below top:** Michael Gray presents the trophy, **Below:** a sampling of the many other entries in judging.

Ten O'clock Cookie Bakery Cafe in Masterton won the 2014 Great New Zealand Hot Cross Bun Competition.

Judges were unanimous in their decision, saying the flavour and presentation of the buns were a winning combination.

Chief Judge Mike Meaclem said the standard of entries was high this year, with close competition amongst the top three especially.

Ten O'clock won a trophy and a tonne of premium flour from Farmers Mill.

The bakery had a run of championships in a similar hot cross buns competition for three years up to 2009.

Nathanael Cressy, bakery manager, told the Wairarapa Times-Age newspaper: "We knew we had the right recipe but it's just a matter of pulling off the premium product on the day. You're never quite sure how it's going to turn out."

The key to success, he said, was to get a large fluffy bun but still filled with fruit and spice.

BIANZ president Michael Gray presented the award and certificate at the bakery in April.



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From the Vice President

by **THOMAS THOMAS**



Youth in your community

Do you employ youth (16–24 year-olds) in your region? Do you train youth? We all have our views on the youth.

Here are some views I came across recently:

- Why should we employ them when we could have someone more mature?
- If I take on a youth they will bring a lot more positive energy.
- If I employ a mature person they will bring more experience.
- If I employ a youth they won't have the bad habits of the mature person.
- If I employ a mature person they will have better work ethics.
- Bring back the youth wage rate then I will employ them!

I have operated a bakery business for 12 years and this is the first time my local council and Chamber of Commerce have got together and done a thorough audit of the youth in our region. They surveyed businesses from big to small – some 200 in all. Only 20% of the businesses that were contacted completed the survey about all their views on youth employment.

The council then got together members of the council, the youth council, the chamber, college principals and careers teachers, along with businesses, to debrief the extensive survey and ask the question “where to from here?”

There was a positive buzz in the room. The future looks bright for fostering relationships between youth and business in our region.

What is your council up to? It's great to see mine doing something positive.

Events calendar

What	When	Where
Fine Food NZ 	June 22–24 2014	Auckland
BIANZ AGM 	22 June 2014	Auckland
Bakels Supreme Pie Awards 	3–29 July 2014	National
The Great New Zealand Xmas Mince Pie Competition 	24 October – 3 November 2014	National

Coke steps aboard

by James Fletcher
Channel Development Manager
Coca-Cola Amatil (NZ) Ltd



Coca-Cola Amatil New Zealand (CCA) is proud to become a partner with the BIANZ. We look forward to working with the BIANZ team, other key partners and the many members throughout New Zealand.

CCA is the licensed bottler for the Coca-Cola Company in New Zealand, and have been in operation since the early 1900s. This means we make and sell Coca-Cola drinks and other leading beverages New Zealanders love and enjoy. With our extensive product range covering carbonated soft drinks, juice, water, energy, sports and lifestyle categories, we have a drink for every occasion (including coffee!). We also have customised beverage programmes that cater to the various needs of your customers. Whether you own a bakery, tea room or a café, we can offer competitive pricing for our market leading brands.

Did you also know that CCA has an extensive range of cold drink fridges that use less power than conventional fridges? You can order our products over the phone, through your local rep, online (24 hours) or via email.

If you want to learn more about household names such as L&P, Coca-Cola, Coke Zero, Powerade, Pump, Fanta, Sprite, Keri Juice and Schweppes, phone our friendly team on 0800 262 266 or visit us at www.ccamatil.co.nz



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news and views

Iconic Southern brand moves

Kiwis will continue to enjoy much loved McGregor's pies, thanks to a Dunedin pie manufacturer determined to see the iconic brand stay alive more than 100 years after it first made its appearance in Palmerston, East Otago.

The Marlow Group, a third generation Dunedin pie manufacturer, is not only ensuring the 100 year old McGregor's brand lives on, but also creating much needed jobs in the process.

Marlow Group General Manager Brendan Williams says that after hearing McGregor's pies were no longer being made, he contacted the brand owner to see if he could get an exclusive licence to make the pies in Dunedin. Since then it's been all hands on deck to get production going and the first pies out the door and into retail outlets around the South Island.

McGregor's Pies have been a staple in the South since 1913 when they were first made in Palmerston by McGregor's Bakery. Traditionally made pastry and tried and true recipes ensured their ongoing popularity.

"We're very proud to be behind the continuation of such a well known and iconic product," says Brendan Williams. "We want retailers and the public to know that McGregor's Pies are still being made and distributed around New Zealand, with Trents Chilled and Frozen being the main distributor."

The Marlow Group also produces well-known favourites Marlow Pies, so are ideally placed to take over production and distribution.

Call 0800 MCGREGORS to order.

Simon Gault picking a winner

Celebrity chef Simon Gault will be helping determine the country's mightiest pie in Bakels' New Zealand Supreme Pie Awards.

Gault, of MasterChef fame and owner of restaurants Euro, Jervois Steakhouse and

Shed 5, believes pies are a Kiwi icon.

"I'll be looking for pies that surpass excellence in their field. I'm looking for a pie that has retained its shape and is baked to perfection with good colour. This will be followed by inspection of the pastry thickness, rising and degree of cooking.

"Ultimately we are looking for a delicious filling that is balanced and cooked to perfection," says Gault.

With 4,522 pies entered from 505 pie makers last year, the competition saw many exotic entries including ostrich; pulled pork, peas, puha & scrumpy cider; and duck breast, red velvet pastry, raspberries, chocolate, cream & coconut. Yet it was a humble mince and cheese pie from Greenland Bakery & Café in Botany, Auckland that won.



Simon Gault

Innovative sandwich system



An innovative French sandwich system that is described as turning the humble sandwich into a sculptural masterpiece is now available in New Zealand.

The Croust'wich System (Croust means Crust in French) keeps the sandwich filling separate from the bread, with the two put together in seconds only when the customer makes their choice. Gone are the days of soggy and chilled bread, say the proponents.

Fillings can be made up to 24 hours in advance and look spectacular when displayed in their refrigerated cabinets.

The system allows for a variety of breads to be offered ranging from petit baguettes

to wraps and sliced bread. Salad-only, hot and sweet dessert options have also been developed to cater for all tastes.

Advantages for licensees who adopt the Croust'wich system include lower wage and ingredient costs, almost zero waste, increased early morning and late afternoon sales, and greater through-put during busy times.

The system was first spotted by the New Zealand distributor Bruce Ingram during a BIANZ-linked trip to IBA in Germany in 2012. "At that time 180 were installed in France but that has grown to over 1000 in the past 18 months. The Croust'wich concept is perfect for cafés, bakeries, hospitals, university cafeterias – anywhere that serves 50 or more sandwiches a day," says Mr Ingram.

The Croust'wich system is sold as a license plus equipment and is not a franchise. See the system at Fine Food 2014. For more details or photos please contact Bruce Ingram 07-575 9730 / 021 730 705.

Farmers Mill leading the way

A state-of-the-art mill allows Farmers Mill Flour to provide bakers throughout the country with customised, fully traceable flour and baking supplies

Since its opening in June last year, the business has grown to become a leading producer for the New Zealand baking industry, supplying iconic brands such as Griffins Foods, Couplands Bakeries, French Bakery and Baker Boys. Bakers using Farmers Mill flour for artisan breads and pastry-based products include Little and Friday in Auckland and Rangiora Bakery in Canterbury.

The business has recently developed a range of flour-based mixes including brioche mix and a sought-after buttermilk scone mix.

The company's strategic relationship with French multinational yeast supplier, Lesaffre, has also enabled Farmers Mill to extend its premix range considerably to

include Lesaffre products. The range is extensive and includes gluten-free cakes and breads alongside traditional mixes and baking ingredients.

Farmers Mill's most recent innovation is its "Smart Bake" product range – a niche range of premium nutrition focussed pre-mixes.

As well as offering low-salt mixes including pizza bases and bread and batter mixes, the "Smart Bake" products include a range of sugar-free products spanning muffin, chocolate cookie, shortbread and sweet bun mixes.

Owned by 11 South Island farmers, the Farmers Mill is the country's only independent grower-owned and operated flour producer and baking supplier.

For more information please contact Grant Bunting, E: grant@seedlands.co.nz or M: 027 665 7616.

Cronuts undone by mice

Health officials closed a New York City bakery famous for inventing and serving up delicious treats called Cronuts because of a "severe mouse infestation."

A Department of Health spokeswoman said the rodent problem required professional pest control.

Bakery spokeswoman Amy Ma said a customer posted a video of a mouse online instead of telling bakery staff. The bakery's 24 staff then worked overtime, re-cemented the basement and exterminated the mice. The bakery was closed for a Friday and reopened after the weekend.

"We were targeted," M. Ansel told journalists after a brief video of a single scurrying mouse led to the closure. "No other bakery would've suffered as we did in a similar situation."

The Cronuts craze started in New York. Queues at Ansel's tiny eatery often start forming at dawn, hours before it opens.

Portmanteau patisserie and the sad story of the Duffin

Cross-bred recipes and portmanteau names for the resulting goodies didn't start with Dominique Ansel's Cronut, though that is certainly the most famous of them. Before the Cronut (AKA doissant, a doughnut-croissant), the townie (tartlet-brownie), the muffle (muffin-waffle) and before the macanut (macaroon-doughnut) there was the Duffin.



The Duffin was invented about four years ago by American baker Bea Vo, proprietor of the much-admired London tearooms Bea's of Bloomsbury. She crossed a doughnut with a muffin to produce a cakey kind of doughnut (or, if you prefer, a doughnuttty kind of cake) filled with jam.

The Duffin wasn't a new idea – Nigella Lawson had a recipe for jam doughnut muffins years ago – but Vo's version, made with raspberry jam, buttermilk and nutmeg, proved popular with her customers, who dubbed it the Duffin. It featured in her 2011 cookbook, *Tea with Bea*, and sold like hot Duffins in her four cafés and on her website. It was written about in media as diverse as the *London Evening Standard*, *Zagat*, and NBC's *Today* show.

Vo was thus taken aback a couple of years ago to be alerted via Twitter – where the whole affair, spiralled into #Duffingate – to the fact that Starbucks had launched a product that took "the best of a muffin – that moist texture, the iconic shape – and mixed it up with elements of a traditional jam-filled doughnut". It was filled with raspberry jam, had "just a hint of nutmeg added to its buttermilk base", and was called – oddly enough – the Duffin.

The multinational went further. Its factory supplier, Rich Products, a \$3bn-a-year global corporation, trademarked the name Duffin, which Bea feared could give them "the legal power to stop us using the name for our own creation". While conceding that "since we launched ... we've started to hear about a few other versions out there", Starbucks told her it "conducted an extensive search online and a full trade mark search" and found "no indication that anyone else was using the name, nor retailing a similar product".

Bea pointed out that a Google search for "duffin cakes" or "doughnut muffin duffins" instantly returns several dozen references to her own product.

"I never thought I would be put into a position like this," she told reporters. "I never trademarked the name Duffin because I didn't think it was necessary. We are a tiny independent – can we afford to fight this trade mark and any future cease-and-desist letter? No."

Starbucks said it wouldn't use the trade mark to stop Bea's selling Duffins. And it's probably just as well: judging by comments on Twitter and Starbucks' blog, a lot of people sympathised with Vo.

The matter simmered until May this year when Starbucks finally conceded that its "Duffin" was not an original creation despite the coffee chain's supplier registering it as a trade mark in the UK.

Starbucks UK's Ian Cranna told publicists: "Since launching, we have discovered there are other Duffins out there in the UK including at Bea's of Bloomsbury, which is great news for muffin and doughnut fans across the country."

"It's true that our supplier Rich Products, who created our fabulous Duffin has trademarked the name in the UK. However we'd like to make it clear that neither Starbucks nor Rich Products has suggested to Bea's of Bloomsbury that they will attempt to stop them selling their own Duffins."

From paddock to plate



Products made using Farmers Mill flour

The Canterbury baking fraternity was treated to a taste of products made using Farmers Mill flour and flour based mixes at the company's Christchurch launch in March.

A steady stream of bread and cake bakery items were on display and on offer for tasting by the 100 plus guests who attended the launch.

Based in Timaru, Farmers Mill opened in June last year and has grown considerably producing a range of mainstream and



Kevin Gilbert (BIANZ) with Iain and Manuela Bent (Bake Shack).



Marcus Braun (CPIT) with Donna and John Thomsen (Copenhagen Bakery).

customised flours suited to larger industrial volumes.

They have recently developed a range of flour based mixes and teamed up with international yeast supplier Lesaffre, ensuring their premix range can continue to expand.

Farmers Mill CEO Grant Bunting and National Sales Manager Mat Keyes both stressed in their address to guests the importance of taking nutrition into account when developing new premixes, with low salt and sugar free options part of their range.

Farmers Mill joined BIANZ as a Buying Partner late last year and offer BIANZ members a special rate. For more information on this contact the Mill on 0800 688 717.

Bugger that?

At least one US company is trying to get Americans to eat bugs for protein.

Many Americans would respond to such a suggestion with a definite "Ew, no thanks," but not Matthew Krisiloff. The University of Chicago freshman is the president of Entom Foods, a startup encouraging

people to seriously consider insects as a food source. He and four other students started the company last year.

Entom Foods aims to make Americans feel more comfortable eating bugs by removing elements that turn many people off -- eyes, wings, legs, and crunchy exoskeletons. Eventually, the company hopes to produce processed bug-based foods, such as insect cutlets.



Krisiloff hopes marketing the insects in a familiar form will remove the "ick" factor and encourage more people to add insects to their diets.

The company plans to market insects like crickets, mealworms, and grasshoppers, which are already farmed commercially for use as animal feed.

Insects are a more sustainable source of protein than other creatures, like cattle. Furthermore, insects form part of the traditional diets of at least two billion people worldwide, and more than 1,900 species have reportedly been used as food, according to the Food and Agricultural Organization report "Edible Insects: Future Prospects for Food and Feed Security," issued earlier this year.

It's hard to ignore insects' status as a highly nutritious and healthy food source, given their high fat, protein, vitamin, fibre and mineral content -- not to mention their potential to help address global food insecurity.

But whatever their benefits, incorporating insects into mass food production, particularly in countries like the USA or New Zealand, is still considered niche, with few players, among them a cricket protein bar maker in the US.

Yet the move is on and you can expect to see more efforts and investments soon aimed at bringing insects in various forms -- not all recognisable -- to the Western-world consumer's table.

Global Expertise, Local Knowledge.
We know baking!

AB | MAURI

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DID YOU KNOW?

Pinnacle fresh compressed yeast:

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100 years of fresh Kiwi goodness

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tonne of flour from Farmers Mill, and a window decal from BIANZ proclaiming you the 2014 Bakery of the Year.

Our theme this year, reflected in the decorated cake section, is 1920s decadance. The 1920s, before the famous Wall Street crash, were the years of the Great Gatsby, speakeasys, jazz, and art deco.



The competition is open to bakeries, cafés, and bakery and patisserie trainees from anywhere in New Zealand.

Individual bakers and bakery and patisserie trainees will be eligible to win gold, silver and bronze awards for their entries but not the overall title of New Zealand Bakery of the Year.

Entry is free so fill in the form online at www.bianz.co.nz and enter online. Registration is open from 5 May to 9 June 2014.

Judging will take place live at the Fine Food Show at the ASB Showgrounds in Auckland on Sunday 22 June. You can drop your product off in person on Saturday, then come to the show on Sunday (provided you register first with Fine Food) to see what you're up against and watch the judges in action. Or you can send your entries by courier. Just make sure you get them to the venue by 4.00pm on Saturday 21 June.

BakeNZ 2014 @ Fine Food

Our Bakery Feature Area will once again be the centrepiece of the Fine Food Show, with almost 200 square metres of **Bakery of the Year Competition** entries on display.



The BIANZ stand will be at the entrance to the Feature Area this year, giving visitors the chance to meet the team and find out more about what we can do for bakery and café businesses.

Over in the Demonstration Kitchen, alongside the Feature Area, BIANZ and Weston Milling will be hosting the exciting **Trainee of the Year Competition**. The Demo Kitchen will also be the venue for the exciting **Rising Young Baker Competition**. Now in its second year, and brought to the show by BIANZ and Competenz, this competition features secondary school students with a burning desire to become bakers competing in live bake-offs against one another.



BIANZ is also hosting a day of **baking demonstrations** from experts, including NZ Bakels, Barkers, Southern Hospitality, Chocolate Earth and MIT. If you want to see how those at the top of their game do it and take back some real inspiration to your bakery or cafe, Fine Food is the place to be.

BIANZ will be celebrating all our winners with a black tie **Awards Dinner** at the fabulous Pullman Hotel on Monday 23 June and the winning entries will all be on display at Fine Food on Tuesday 24th June. You can purchase tickets to the Awards Dinner on the BIANZ website.

The Pullman Hotel is offering a special accommodation rate to BIANZ members and guests of \$205 per night for a Superior King Room (room only) subject to availability of the room type. Please state at the time of booking that you are part of the BIANZ event to access the special rate.

See the BIANZ website for all details and entry forms.



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Pie Awards key dates

Please note that the key dates for this event differ from those on the BIANZ Year Planner 2014, issued last year.

The dates are:

3 July – Entries Close

22–23 July – Pies to be
received (ready for judging)

24 July – Judging Day

29 July – Awards Dinner

1 August – Pie Day Friday



This competition gives you the opportunity to increase your sales, receive extensive media coverage, get industry recognition and a share of \$20,000 in prizes. There are 12 categories with a total of 49 Awards. But remember, you have to enter to win!

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Thickest Slice of Brand Protection

Registration is the best way to protect your brand

by Murray Stott



McDonald's recently had to legally prove its continued ownership of the Georgie Pie brand. Sanitarium, similarly, had to fight for Marmite. These recent trade mark cases in New Zealand show the importance of having a registered trade mark to ensure ownership of your brand.

A registered trade mark provides the highest order of brand protection.

Last year I brokered a resolution between two businesses with very similar names. One had incorporated their name and had even registered with the Real Estate Agents Authority. The other, my client, had a registered trade mark. All it took to remedy matters in our favour was one cease-and-desist letter and a lawyer's letter. As this shows, incorporation of a business does not automatically give you the right to trade if another party has a registered trade mark in the sector you want to trade in.

When dealing with a possible infringement on the internet, presentation of a Certificate of Trade Mark Registration will generally motivate an internet service provider or media platform owner to act in favour of the trade mark owner. Thus the more common forms of infringement can be resolved without the need for costly legal action. If, on the other hand, another party registers your trade mark before you do (and this can happen) the costs can be daunting.

A registered trade mark is considered a must-have in these days of online marketing. Globally, many supermarket chains are even reluctant to stock an unregistered product on their shelves to avoid the hassle of removal should a court injunction demand it.

If you are selling your business or brand, a tick in the TM registration (IP) box is sometimes now a pre-condition to sale. It can leverage a better price in many instances. You can't always rely on the fact that you have been around for a while. Prior use does entitle you to certain rights. However, unless your brand is registered as a trade mark, it remains exposed and a resolution to protect what is rightfully yours could prove costly.

My company, DPL (Database Publishing Limited) has over 400 food-sector clients including Farro Fresh, BIA, Marlow Pies, Wild Wheat, and Whaka Hungi Pie.

We file direct in USA, Europe, Australia and 90 other countries, including China, via the Madrid Protocol administered by the World Intellectual Property Organization (WIPO).

DPL is not a law firm but a commercialisation agency. Costs are therefore competitive and we offer broader marketing services including advertising audits, strategic marketing plans (SMPs), on-car and on-shirt sponsorship, and event sponsorship.

For more information visit: trademarks4u.co.nz or contact Murray Stott direct on 021 0231 2796. Murray is also an REAA licensed business broker: murray@resortbrokers.co.nz

Rising Young Baker competition

Preparations underway

Competenz
SKILLS FOR INDUSTRY



Last year's winner, Sam Heaven

Competenz, the industry training organisation (ITO) for the baking industry, has teamed up with BIANZ in a collaborative effort to promote baking as a career.

Three young gateway students will have the chance to compete in a live 'ready steady bake' style competition at Fine Food New Zealand. In the competition they will be supported by a mentor and scored by a judging panel.

Contestants will have to craft bread, pastry and cake within a 90 minute time slot. The winner will take home the following:

- A tablet
- Slice magazine subscription
- Chef's jacket
- \$1000 Scholarship towards a baking qualification with Competenz.

There are still positions available to compete, so if you know New Zealand's next rising baking star, we'd like to know too!

Contact Tony Gunby, Competenz baking specialist, on 027 706 4081, or email t.gunby@competenz.org.nz

Event Details

Fine Foods runs from 22 to 24 June with the Rising Young Baker competition set to kick-off at 2pm on Monday 23 June.

Location: ASB Showgrounds, 219 Green Lane West, Greenlane, Auckland.

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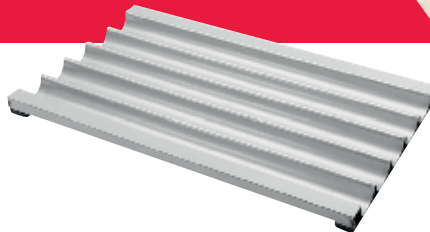
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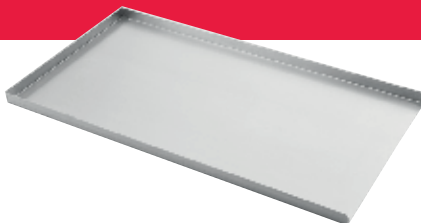
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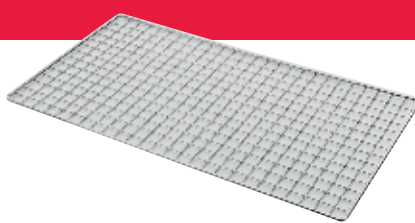
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The Pioneering Class of 2014

MIT's New Diploma of Baking

By Robyn Yousef



While they'll all be able to produce perfect loaves of bread and beautiful, bouncy scones, the students who started New Zealand's first Diploma of Baking in February will emerge at the end of the course equipped also with a very well-rounded knowledge of business practices.

There's a definite air of satisfaction around all the staff and students out at the Manukau Institute of Technology's Otara-based School of Baking and Patisserie. The students know they are part of a pioneering course. And the staff know within the last 12 months they have introduced the country's first Diploma of Baking, opened a purpose built new kitchen and shop to accommodate the programme while also doubling their overall number of students.

"We've achieved in a year what really should have taken three," says Cherie Freeman proudly. She's the Dean of MIT's Faculty of Consumer Services and has worked in tertiary education for the last couple of decades.

She's been in her current role for just over a year but remembers when the idea of MIT launching the country's first Diploma of Baking was first floated about five years ago.

The first students on the diploma course began their studies in February this year. Applicants must have completed the

National Certificate in Baking (level 3) or equivalent before gaining entry onto the programme. Already half of the current certificate class of 40 have applied to go on to do the diploma in July. And overseas interest – especially from Asia – has been very high.

The programme for the course covers:

- Production and Quality Assurance of Baked Goods
- New Approaches to Baking Technologies and Techniques
- Practical Team Leadership in a Bakery
- Bakery Business Design
- Baking Industry Placement
- Baking Product Design
- Specialist Baking

The school concentrates on baking along with some patisserie training.

"No-one else in Auckland is concentrating on bakery," Freeman explains. The new diploma, however, is not just about getting the best baking results, but also works at developing good business practices. With a huge percentage of the small bakeries run by owner/operators, the course looks at the challenges all new businesses face and provides management training.

"We are looking into better learning models such as approaching theory differently so the students won't find it so boring. With all the kitchens complete

with wireless access the students all with laptops, ipads and smartphones, we can record practical lessons and review them later. They still have theory assessments, but a more innovative and integrated approach to theory and practical work is being applied."

Freeman and the team of lecturers (Ralf Schmidt, Monique Brik, Malcolm Cook, Peter Rood and Jean Wang) are all delighted with how the students have adapted to the standards of a level 5 qualification. "The diploma students are really taking the lead, using their real life experience to operate like managers."

To accommodate the new kitchen, two under-used classrooms were demolished. The new kitchen is light and airy, and has been designed in to be as flexible as possible for the students' work. They all work on induction hobs and are able to move furniture around according to their work.

A shop with quirky décor was created by a new outdoor sitting area for the students, giving the Otara Road Baking School a very functional new wing.

The students themselves are a happy bunch. Ritesh Rugnathji came from the chefs' course and really wanted to know more about bakery. "You really learn about team leadership as well as researching recipes, pricing and selling products and the market in general."



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\$25 admission applies at the door for visitors that don't pre-register online.

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**22 - 24 June 2014
ASB SHOWGROUNDS
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Weston Milling's top nine trainees have been found!



Back: Tasman Stephenson, Jacob Saunders, Jordan Holland, Stephen Hislop. **Middle:** Lucy Whittlow, Freda Goodyer, Rebekah Savage. **Front:** Marrisa Laken and Pauline Cross.

Nine trainees out of a total of 80 entrants to the Weston Milling Trainee of the Year Competition have been chosen to compete in a live bake-off to be held on 22 and 23 June in conjunction with BIANZ at the Fine Food Show in Auckland.

The top nine were selected in March after three days of judging three products each from 80 entrants. Scores were very close according to the judges who said that product quality is improving each year. The top nine trainees chosen to compete in the live bake-off are:

Pauline Cross	Arobake	Wellington
Freda Goodyer	New World Levin	Levin
Stephen Hislop	New World Balclutha	Balclutha
Jordan Holland	Sydenham Bakery	Christchurch
Marrisa Laken	10 O'clock Cookie Company	Masterton
Jacob Saunders	Rolleston Bakery	Christchurch
Rebekah Savage	Rolleston Bakery	Christchurch
Tasman Stephenson	Tart Bakery	Auckland
Lucy Whitlow	Arobake	Wellington

The next step for the top nine is a two day training session at Weston Milling Auckland's Test Bakery, hosted by Robert Burns from Weston Milling and various guest bakers. These two days will give the contestants a chance to get familiar with what they are going to bake for the final, get ideas from professionals, and get to know each other and practice.

Come along to watch the live final and see what industry trainees have to offer. Visit www.finefoodnz.co.nz where you can register for free entry before June. The trainees will all attend the BIANZ Awards Dinner on Monday 23rd June at the Pullman Hotel in Auckland, where the winner will be announced.

A closer look at the top nine

Pauline Cross

I've been working in the baking industry for two years now but my passion for baking started when I was a child and I used to bake with my Mum. I love being creative and I think that shows

when I decorate cakes and cupcakes. One day I hope to open my own bakery and café.

Freda Goodyer

I started at Levin New World as a part-time cleaner. I heard there was a full-time job baking and decorating cakes in the in-store bakery. I applied and got it. I found it really rewarding so I asked the owners about an apprenticeship and they signed me up. I am now completing my second year of level 3. I entered the Weston Milling Trainee of the Year to gain experience, see different skills, and take up this great opportunity.

Stephen Hislop

I have worked at Balclutha New World since 2006. I started in the grocery department and soon progressed to the produce department. I enjoyed working with fresh food and approached the owners to see if I could move into the bakery. I was fortunate enough to get the opportunity and was able to start an apprenticeship. I enjoy learning and being able to create some fantastic products for our customers.

Jordan Holland

I worked at Sheffield pie shop years for two years and recently transferred to Sydenham Bakery. In this time I have learnt a great amount about baking and intend to keep absorbing information like a sponge and plan to one day open my own bakehouse.

Marrisa Laken

I grew up around cooking and baking with my mum in a bakery and cafés, and developed a passion for it. A couple of years ago I did the patisserie course at Weltec and decided that I wanted to become a baker/cake decorator and I have landed the perfect job that involves both.

Jacob Saunders

I come from a family of bakers. My parents are bakers and almost all of my uncles are or have been part of the baking industry. I have worked for my father in his bakery since I was 12 and for recently became a full-time apprentice. I am currently in my first year of training and like to work in a wide range of areas, whether it be pastry, cake or bread.

Rebekah Savage

I have been baking for four years. I recently got the opportunity to enter the Young Bread Baker of the Year up in Auckland. I especially love baking bread and cakes. I like to experiment and come up with new recipes. I am in charge of all cake decorating at my work and I love helping customers choose what they want. I am full of ideas and love trying new things.

Tasman Stephenson

I am an aspiring young baker and business owner who began baking for the family business. I found a love of baking and have continued to work and develop the business. I love bread and would love to end up owning a successful bakery one day.

Lucy Whitlow

When I was at primary school I asked my Mum for some baking for school lunches. She had been doing this for some time and I was delighted to hear that she wanted a rest from baking. I got stuck in! I am currently in my final year of a Level 4 Craft Bakery Apprenticeship working at Arobake in Wellington. Over the years my enthusiasm has grown and I am certain that it will continue to grow.

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Brazilian anytime snack finds its niche in New Zealand

by Belinda Jeursen

Neide Durello was just 14 when her mother chose her to do the cooking for their family of 11. That was in the Brazilian countryside more than 50 years ago, and Neide discovered a love of cooking that influenced not only her life from then on but also that of her son.



Cut to 1992 and Barbara Scholten, a young woman from the Netherlands visiting Brazil, stops in at a restaurant for a meal. The chef, Neide's son Marcelo, cooks a very special meal for her. Marriage, four children and a move to New Zealand in 2008 follow, along with a hankering to introduce New Zealanders to traditional Brazilian food, using Neide's recipes.

I had never heard of Brazilian cheese-breads until I received a call from Barbara to sign up Durello Traditional Brazilian Foods with the Baking Association. Her excited enthusiasm for her product was truly refreshing and has obviously paid off because a few months later these tasty Brazilian treats are in specialty food stores and on hotel breakfast menus. They have also featured in a number of food magazines.

Made from imported tapioca flour and a secret blend of strong white cheeses, bite sized cheesebreads are crunchy on the outside, cheesy, soft and rich on the inside. They are eaten anywhere, anytime in Brazil – as a breakfast item with coffee, as a snack with wine, or as a cocktail item. "In Brazil there's a bakery or street stall on every corner selling them," says Barbara. "They are a typical food there and very popular because they are so good!"

Rather than starting with a market stall as many small food businesses do, Barbara spent months perfecting her recipe for cheesebreads before launching the product straight into shops. "Marcelo has always worked in restaurants so we wanted to do something with food, but we wanted to do it in a really professional way. I had about 10 people tasting the cheesebreads along the way, both Kiwis and Brazilians."



Sourcing the right tapioca flour was the first hurdle. Nothing seemed to taste right until Barbara resorted to importing a traditional Brazilian premix.

The strong white cheese used in Brazil was not available here either, so rather than run the gauntlet of importing cheese, Barbara developed a combination of strong white local cheeses to achieve the right flavour. Finally, conscious of the Kiwi palate and concerns around sodium intake, Barbara developed a slightly milder version of the Brazilian recipe, with less salt and pepper. The Kiwi tasters loved the final product, and her Brazilian tasters say it tastes 99% like the original.

The cheesebreads are sold frozen in packs of 25, then simply baked for 15–20 minutes, an easy item to add to any café, bar or restaurant menu and a great alternative to the greasy, the salty and the fatty. Barbara and Marcelo also recently launched a traditional Brazilian chicken snack called coxinha, which is being taken up by hotels and catering companies as well as cafés, bars and restaurants.

The business has grown extremely fast in a short space of time, forcing Barbara to reconsider their production methods a

lot sooner than she expected. Imported machines are taking over the laborious process of manual work, and an excellent relationship with AF Logistics transport company has helped put the necessary building blocks in place very quickly. "Now we just need a bigger freezer so we can get ahead on production," Barbara tells me.

For more information about this exciting BIANZ member, visit <http://www.cheesebread.co.nz/ad>



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Leed Street Bakery

Chefs turn seriously to baking in a Wellington boutique bakery.

David Tossman meets the team.

Leed Street in central Wellington hardly qualifies as a street at all. It's more of an alleyway, running between – and in places tunneling through – a collection of old factories and warehouses, now all trendy apartments above and funky businesses below: a bar, a chocolatier, an art gallery, a pizzeria, and a matched pair of shops: The Leed Street Bakery and the Red Rabbit Coffee Co, the pair of them operating a joint-venture café.

Leed Street Bakery has only a basic fitout and a work team selected for enthusiasm rather than bakery experience. You have to be different here.



Between the bakery and the coffee bar.



Brothers Jesse Simpson (left) and Shepherd Elliott of Ti Kouka.

The team consists of head baker and former chef Sam Pavan, another chef-now-bread-enthusiast James Dwight, head pastry chef Raukura Chadwick, pastry chef Christina Thompson, keen to learn more about bread, and – fresh out of Weltec's patisserie course – pastry chef Scarlet Lees.

Where it came from

There would be far fewer bakeries and cafés around if their proprietors did what business experts advise: before starting a business, do extensive market research, find out what people want, where they want it, and how, then follow the research.

Ti Kouka, a café in central Wellington, is typical of the opposite strategy, the "build it and they will come" one.

Shepherd Elliott and his brother Jesse Simpson were convinced that quality – the best available ingredients treated with the greatest respect, and with similar respect for their staff and customers – would all pay off. They have done it that way and it's working for them.

They know quality. Jesse Simpson is a prize-winning barista and runs the front of house while Shepherd has 20 years experience as a chef in New Zealand and overseas, including working for famous chefs such as Tetsuya Wakuda and Al Brown.

Ti Kouka emphasises local, organic and free range products. Initially Shep had grand ideas of being fully organic and free range. This plan, however, was soon stymied by prices and more realistic goals were set. Those attributes are sought now but not always required.

Their original plan also included doing all their own baking in Ti Kouka, but that had to be tempered by realities too.

"Within two years of opening we had a pastry chef on board who was doing all the sweets, but she was getting too busy for the size of the kitchen," Shepherd tells me. "We've got one oven, and it was a bit of a scrap in the mornings to get usage."

They discussed getting a catering kitchen elsewhere for the pastry chef, put the word out, and within a week a real estate agent had shown them the former laundromat in Leed St.

The bread idea

"We decided that we would look into it," Shepherd tells me, "and the bread idea came along as well, and so not only were the sweets available, we decided to go into bread too."

He doesn't say so but "the bread idea" is clearly Shepherd's own. He had long enjoyed experimenting with bread at home and developed what seems to be a severe case of the baking bug.

What happened next was complicated but good. They had the bakery site lined up when a friend, Steve Barrett, arrived from Taranaki looking for a place to roast coffee, so they offered him part of the bakery site.

The upshot is that the premises now hold the bakery, a coffee roastery and a joint venture coffee bar. A rack of wooden shelves on castors acts as a door and display cabinet between the coffee bar and bakery.

"Leed Street is a kind of a showroom for the baked goods and the coffee," says Shepherd. "We retail through them. We sell to Ti Kouka. And we've got a small wholesale side as well."

Commonsense Organics, a big retailer in Wellington, retails Leed Street breads and when I spoke to him, Shepherd was hope-



Head baker Sam Pavan.

ful of extending this to more stores in the group. There are five Commonsense Organics stores in the Wellington region.

The Team

Experienced bakery staff can be hard to find but as a chef, Shepherd Elliott had other ideas. He didn't find a baker.

"I managed to find two very good chefs and one of them had a passion for baking as well."

"He other had a little bit of baking experience, but not so much. And that's what I wanted – people who were new to the industry to create our own style of bread."

"I wanted us to create something a bit different – with people who have an idea of how their bread would be used in a café or a restaurant. And the two guys who have been baking the bread, Sam and James, have done an amazing job with taking the idea and carrying it forward to make it their own thing."

"I've just employed another baker, [Christina Thompson], who's been a pastry chef for a number of years. She's come on board to learn the baking side but also to help on the pastry side."

"Apart from the brioche, which goes through the mixer, all the bread is done by hand with very little kneading."

"You slowly fold the bread over itself every half an hour for three hours. And then it's shaped and fermented in the fridge overnight and the next morning the guys come in and bake it from there."



James Dwight folds the developing dough.



A beautiful flavour

Naturally the bakery reflects Ti Kouka's dedication to organic produce.

"We're getting a mixture of Australian white flour because of its strength compared to New Zealand flour," Shepherd tells me.

"We're getting some rye and some wholemeal, which has got a beautiful flavour, from the Foxton Windmill."

"We're getting a little bit of flour brought up from BioGrains in Christchurch and a little bit from Milmore Downs."

With a strong buy-local ethos, the Ti Kouka team are now trying to get wheat grown for them in the Wairarapa. "There's a few really good small growers around that are doing some great stuff with different sorts of wheat," says Shepherd.



Raukura Chadwick and a batch of her famous salted caramel cookies.



Scarlet Lees.



Christina Thompson.

Extending the idea, they are also getting into wholegrains, sprouting grains and using them in bread, and looking at doing more with seeds. In the never-ending quest for more and different flavours, they are also working with a very wet dough, baking it for a long time, then holding it for a day as a "nice sticky full-flavoured bread".

In the meantime Raukura's famous salted caramel cookies (the recipe is secret) are in constant demand and the scones (see p35) have their own large fan base.






The location might be less than prominent, but given the thought, enthusiasm and energy of its owners and team, it's a fair bet the Leed Street Bakery will be attracting more attention soon.



BIANZ coordinates initiatives focused on

promoting the baking industry
serving our members
providing industry leadership

We are here to

-  inform, support and assist members to grow and sustain profitable businesses
-  promote the baking industry and its products to consumers and stakeholders
-  provide industry leadership and advocacy
-  educate the industry and the consumer
-  grow the industry and the base of bakers and bakery trainees in New Zealand

How we operate

The Baking Industry Association of New Zealand was known as the New Zealand Baking Society until August 2005. The Baking Society was formed in 1967.

The Association is governed by a board of up to seven voluntary Executive Members, usually bakery owners, elected each year at the Annual General Meeting. BIANZ employs an Executive Officer to carry out the instructions of the Executive committee and fulfill the day to day requirements of the Association's office.

Who should join BIANZ?

Owners and managers of bakery-related businesses, including wholesale and retail bakeries, cafes, catering companies, patisseries, in store bakeries, cake shops, lunch bars and canteens

Industry suppliers

Bakery and patisserie trainees and apprentices

Independent bakers and patisserie chefs

Related organisations and associations



What can we offer?

Buying Partner Discounts

Membership of BIANZ guarantees you rebates with some of the industry's biggest suppliers. Visit our website or see the directory in Slice magazine for a list of partners.

Food Safety Programme

BIANZ's Food Safety Programme is available to current BIANZ members. It's the most advanced Food Safety Programme for bakeries and cafes in New Zealand and has the approval and support of the New Zealand Food Safety Authority.

Online resources

Employment contracts, credit application forms, cashflow forecast template, business income statement template, the Four Five's Rule calculator, business plan template.

Advisory Service

The Association's advisory service helps members with staffing issues, employment contracts, food safety regulations, health and safety requirements and training. BIANZ's Executive Officer and executive members are willing and able to provide practical advice and assistance.

Free employment legal advice

Members are entitled to free legal advice on employment issues.

Free advertising

Classified advertising in BIANZ's Slice magazine and on our website is free to members.

Events

BIANZ hosts regional meetings, conferences, competitions and bakery tours. BIANZ events give members the opportunity to meet, compete, exchange views, learn new ideas, catch up on technology developments, ingredients, management and marketing, and network with the wider industry.

Training

We assist in placing graduates, facilitate student entry into competitions and provide trainees with relevant industry information while they are training. BIANZ works closely with training providers and Competenz, the Industry Training Organisation, to recruit bakery trainees and ensure bakery qualifications remain relevant and accurate.

Media

BIANZ's Slice magazine, e newsletters, website and Facebook page keep members up-to-date with trends, news, industry information and recipes throughout the year.



Complete the application form on the next page or online at

www.bianz.co.nz



MEMBERSHIP APPLICATION

To become a member:

- Please read the terms set out below and fill out and sign this form
- Make your payment for your initial membership subscription (as listed right) using one of the payment options
- Mail the form to **Membership Applications** at the address above.

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- | | | |
|--------------------------------------|-------|--------------------------|
| Full membership | \$350 | <input type="checkbox"/> |
| Associate | \$200 | <input type="checkbox"/> |
| Associate with full Safety Programme | \$350 | <input type="checkbox"/> |
| Independent Baker | \$100 | <input type="checkbox"/> |

Contact person _____

Name of business _____

Previous owner of business (if applicable) _____

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Postal address PO Box _____ Postcode _____

Telephone _____ Private or Mobile _____ Fax _____

Email _____ Website _____

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You can choose to pay your subscription in 12 monthly instalments so, for example a full membership would cost approximately \$30 per month. There is an additional \$20 administration fee for this option. Please ask your BIANZ contact for the application form to set up your direct debit payments.

Cardholder address if different from above

On receipt of your payment and application BIANZ will forward to you the following in your membership pack:

- ☒ Membership rule book
- ☒ Management resource kit including: ✓ the BIANZ employment documents
✓ the latest issue of *Slice*, the association's magazine
- ☒ A tax invoice/receipt for your subscription

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

1. That upon receipt of the membership pack, I/we agree to read the membership rules and if I/we do not wish to abide by those rules I/we will return the membership pack within 10 working days of receipt. (Your membership subscription will be reimbursed on receipt of the membership pack.)
2. That materials and resources including any Food Safety Manual provided by BIANZ remain the property of BIANZ. I/we will not permit any unauthorised copying or other reproduction of this material nor allow this material to be used other than by members of the BIANZ or their employees. When membership is terminated all such materials and resources including any Food Safety Manual is to be returned to the BIANZ within five working days of termination of membership.

Signature of authorised person(s) _____

Date ____ / ____ /20____ _____ X





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GENERAL MANAGER



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Drugs and alcohol and work

Can you get your employees tested?

A view of this vexed question from

MGZ | mcphail gibson
& zwart ltd



The question

Do you, as an employer, have the right to insist an employee gets tested for drugs or alcohol use at work?

With drug use and legality a big issue in the media lately, many employees are asking this very question.

The answer is yes **but only if** you have a clear provision for testing in your employment contract or a clearly stated drug and alcohol policy.

Currently the standard BIANZ individual employment agreement doesn't provide for alcohol or drug testing. However the standard **House Rules** provide that the following constitute serious misconduct:

1. *Bringing drugs, except as prescribed by the employee's doctor, or alcohol onto company premises, or consuming drugs or alcohol on the premises unless express permission has been granted by management.*
2. *Arriving at work and working under the influence of drugs or alcohol. This includes operating a company vehicle while under the influence of drugs and/or alcohol.*

A collective problem

A recent Employment Court case dealt with whether Mighty River Power was entitled to carry out random drug testing in accordance with the provisions of its drug and alcohol policy. The background facts are as follows:

1. In 2009 Mighty River Power introduced a drug and alcohol policy; this policy did not provide for random testing.
2. In 2011, following consultation with employees and their unions, Mighty River Power amended its drug and alcohol policy to include provision for random testing.
3. Mr Cowell, a Mighty River employee, was selected to undertake a random drug test in accordance with the company's drug and alcohol policy.
4. With the support of his union, Mr Cowell refused to undergo the drug test on the basis that this request was contrary to the provisions of the collective agreement.
5. On advice from his union, Mr Cowell had a drug test carried out by his own medical practitioner, at his own expense. The test, which he provided to Mighty River Power, was negative.

In this case the Court determined that the provision for random drug testing in Mighty River Power's policy was inconsistent with clause 37 of the Collective Agreement, which provided that personal information could only be obtained "with the employee's consent" and if it is "reasonably necessary."

Consequently, if the employer wished to apply its policy and procedure to an employee on any particular occasion, it must first seek and obtain that employee's *informed consent* to obtaining the sample analysis (personal information). There was nothing in that case to prevent an employee refusing consent.

Clearly this determination does not prevent employers in general from implementing a drug and alcohol policy which includes provision for random drug testing. However, the above court decision will apply where such a policy is inconsistent with the provisions of a collective or individual employment agreement.

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Can you change the rules?

In 2004, the Employment Court made what is regarded as a landmark decision on this. It said that before an employer could impose a regime of drug and alcohol testing by way of a policy, it was necessary to consult with staff and their representatives.

What do the rules look like?

When employers do introduce drug and alcohol policies, they generally provide for testing in the following situations:

- **Pre-employment testing** to be carried out as part of the recruitment process. Both the Employment Court and the Privacy Commission have indicated that pre-employment testing should be done only if the applicant is applying for a "safety-sensitive position", ie one where the employee, if impaired by alcohol or drugs, may expose themselves or others to the risk of harm or injury.
- **Testing following a work related accident or incident during working hours**
- **Reasonable cause testing**, where the employer has reasonable cause to believe that an employee has consumed and/or is impaired by drugs or alcohol at the workplace.
- **Random testing** of individuals engaged in safety-sensitive positions.

It is also common for policies to provide that a positive test result or an employee's refusal to undergo testing amount to serious misconduct which may result in disciplinary action including dismissal.

Our view

In reviewing the BIANZ Individual Employment Agreement, we are of the view that there are no contractual provisions which would prevent bakers from implementing a drug and alcohol policy, provided of course that prior to implementing one they duly consult with their staff and staff representatives.

We would, in any event, urge members to seek advice on the proposed content of any drug and alcohol policy, the appropriate means by which it is introduced, and, in light of the case referred to above, the application of any existent policy.



The FERGBURGER phenomenon

by Sue Fea

If a small Kiwi business has Americans beating down the door for its burgers and Aussies queuing for its pies, that's testament to success.

It's not only the thrill of adventure that has tourists flocking to Queenstown. The resort is fast becoming renowned internationally for its Fergburgers.



There's always congestion on the footpath outside Fergburger in central Queenstown's Shotover Street. Its sister business, Fergbaker, which opened right next door almost three years ago, is rapidly mirroring Fergburger's popularity.

Fergburger was born as a late night burger business in 2001, starting out of a hole in the wall of a garage in a dingy Queenstown service lane.

'Ferg' had the recipe just right from day one. Fergburger's unique combination of flavours and good-value-for-money gourmet burgers are hugely popular.

By 2005 the business had expanded into its prime Shotover Street premises where it's been operating 364 days a year, almost 24 hours a day, ever since.

The kitchen opens at 6am and business is full on from 8am until 5am when hungry revellers make their way home from Queenstown bars and clubs.

There's great mystery and urban legend surrounding 'Ferg', whose trademark face is imprinted into the footpath outside, like the Hollywood star that he is.

Ferg's founders, whoever they are, go to great pains to remain anonymous. It's all part of the mystery surrounding this burgeoing business. 'Ferg' is the sort of 'Charlie' behind Charlie's Angels – never seen, but highly esteemed.

Supposedly a "retired baker from the gold-rush days", 'Ferg' is thought to have been the first person to ride the whitewater rapids of Queenstown's famous Shotover River in a barrel and swim the 30 kilometres to Glenorchy.

Fergburger and Fergbaker general manager Steve Bradley says Ferg is their "shining light".

"Ferg's our figurehead, our guardian, our symbol of quality and trust. He stands for great food and fun, an honest experience." It all adds to the brand.

Media fought off

Ferg and his founders are now fighting off media from around the world after being rated "the best burger in the world" by the travel section of international news website CNN online in February.

"Like checking out the Eiffel Tower in Paris, Ferg's has become the compulsory stop in Queenstown," CNN said. "If Michelin stars were still dished out the way they originally were, Fergburger would bag at least a couple, arguably three."



In 2011, Fergburger was named by British newspaper *The Daily Telegraph* as one of the best things about a World Cup taking place in New Zealand. On the traveller review website TripAdvisor, Fergburger has attracted 2372 (mostly positive) reviews and is rated the No 6 restaurant out of 178 eateries listed in Queenstown.



Fergbaker head baker Adam Pullin with another tray headed for Fergburger.

So was the CNN mention the result of good public relations or was it just a fluke? Fairfax journalist Michael Foreman put it to them. "I certainly wouldn't describe it as a fluke," Fergburger general manager Steve Bradley said. "There's 13 years of hard work behind that story."

“ There’s great mystery and urban legend surrounding ‘Ferg.’ ”

Media interest is constant. In April Steve hosted a group of Taiwanese media interested in the Fergburger-Fergbaker story.

So what’s the secret? Not to brag too much on your success. Steve’s staying ‘mum’ on just how many of those springy, fresh buns Fergbaker produces and Fergburger turns into gourmet burgers every day.

However, he says the two businesses are integral to the success of the brand.

The initial driver in launching Fergbaker next door was to take control of the production of the buns, so they were of the highest quality and super fresh.

“We’re one of the few bakeries that bake fresh buns, breads and pies all day. That’s a key ingredient to our success.” Fergbaker also operates almost 24 hours a day from 6am until 4.30am.”

Key difference

“Our key difference is we bake all day and night – at 6am, 12 noon, dinner time and again at midnight. Our products are baked fresh four times a day or more.”

“That allows us to constantly put out fresh product and fresh buns for Fergburger next door.”

The company has a separate production facility 200 metres away where chefs are turning out delicious pies from a commercial

kitchen. Countless hours of hard work have gone into the brand. “Our marketing strategy has been to consistently put out good food and make it a fun experience.”

“It’s taken hours and hours planning recipes for our pie fillings with professional chefs from around Queenstown. We have four professional chefs working for us, six bakers, three pastry chefs and other staff to assist.”

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Fergburger and Fergbaker general manager Steve Bradley out front in Shotover St

There are 50 very busy staff members keeping the crowds at bay at Fergburger. "The crazy Frenchman yelling out numbers and loud Englishmen on the grill – it's all part of the atmosphere," says Steve.

“It may be the best burger joint on the planet.”

Fergbaker employs another 30 staff, led by head baker and original staffer Adam Pullin, and there's no let up in demand for pies.

20 pie varieties

Pork belly and lamb shank is a hot favourite, but one of just 20 pie delicious pie varieties. Fergbaker is turning out more than 100 different products daily, including 30 sweets, 10 sandwich types, 20 breads and coffees. "It's so much harder than the 20 or so products we do at Fergburger," says Steve.

"Burgers are made to order so there's not as much waste, but the bakery requires exceptionally skilled management so that we stock right and there's no wastage. It's so much harder than we ever could have imagined."

With such a cosmopolitan clientele their products are always under the spotlight. European visitors are not too shy to share their thoughts on what makes authentic artisan bread.

Americans are among their more demanding clientele when it comes to burgers. Their only concern is that Fergburgers have too much in them.

As for the Aussies, who Steve says are "extremely demanding on pies", they rate Fergbaker's steak and cheese as "better than any pie in Melbourne".

They've even had requests to courier their burgers and pies to London, Australia and Auckland. One client gets their baguettes couriered regularly to Invercargill.



Fergbaker cashier Tamsin Thompson with the 'Bread of the day' Fresh Grapes Turkish Loaf

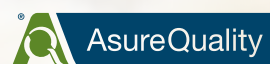
It's not surprising that "very flattering franchise offers" constantly keep rolling in, but Fergburger and Fergbaker are not for sale.

Another mystery

"Our commitment to Fergburger and Fergbaker is in Queenstown," says Steve. But that's by no means where the legend ends. 'Ferg' has plans to open another mystery food offering next door to Fergbaker this winter, employing 20 staff and operating 20 hours a day.

In true 'Ferg' style, the details of that new concept are under wraps for now.

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YOUR INNOVATION PARTNER

From contracts to cupcakes

How Grace Kreft broke ^{away from} the law

by David Tossman

As a career path, abandoning the law to take up cake decorating is surely one of the more unusual. Ardent decorators will probably understand it, but one might guess that most lawyers would be mystified.

On the other hand Grace Kreft's colleagues at DLA Phillips Fox in Wellington, during her time there as a junior lawyer, were quite familiar with the goodies she brought in from home, and when she left the firm her baking skill was one of the things they commented on.

"Being a lawyer was satisfying, but it never really lit my fire," Grace told the Dominion Post last year. "I was much more excited by the cakes and cupcakes I made for my colleagues' birthdays and morning teas."

Grace Kreft's family would not have been so surprised. She loved her grandmother's cakes and baking, and it was her gran who taught her to say "cake".

When she and her fiancé shifted to London for a year about three years ago, she decided it was the opportunity to throw away the law books and got a lucky break working for Crumbs and Doilies, the bakery which brought cupcakes to London.

The then-26-year-old decorated cupcakes which were sent to Buckingham Palace and Downing Street. She also became expert at piping the Arsenal football logo. While cupcakes in New Zealand tended to be sparkly and girly, in Britain, Grace discovered their creative – and corporate – potential.

The experience uncovered a creative potential within her that Grace was not fully aware of at first. It is in full flight now. Her business, Sweet Bakery and Cakery, has no shop front. She sells a range of sweet baked goods at two Wellington markets, and fills orders for bespoke celebration and corporate cakes and cupcakes. The order book is healthy and she recently took on an assistant.

The growing corporate and celebration cake business is competitive, she says, with a number of skilled and talented professionals operating around town (plus of course numerous keen amateurs). Sweet Bakery and Cakery's point of difference, says Grace, is a modern, simpler "slightly more refined" style than others offer. Customer requirements are increasingly based on designs seen on the internet, so simple elegance is not always demanded, but Grace Kreft is well equipped to rise to the challenge.



How to make...

RUSTIC BUSHMANS BREAD SAVOURY DAMPER



INGREDIENTS

Farmers Mill Butter Milk Scone Mix	5000g
Barker's Sundried Tomato and Olive Filling	1250g
Water (variable)	2000ml
Total Dough Weight	8250g



PROCEDURE

1. Place ingredients into mixing bowl and mix for 1 minute on low speed, using paddle or dough hook until developed (approx. another 1 -2 minutes). Divide dough into 500g heads and lightly mould.
2. Place dough into greased sponge tins and flatten out into the tin.
3. Dust with flour and score with a dough cutter into 8 portions.
4. Tray up onto solid baking trays, Rest for 10-15 minutes before baking.

BAKING

Rotary Oven 190°C for 15-20 minutes
Conventional Oven 200°C for 15-20 minutes

*Baking time and temperature
may vary from oven to oven.*



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Rustic bushman bread - Savoury damper

Southern Mutton Pie

by Brendan Williams



Pastry

Ingredients

Flour	6500	g
Dripping (room temp)	2250	g
Salt	125	g
Boiling hot water	2300	mL

Bulk seasoning (for more than one batch)

Salt	1000	g
Ground white pepper	100	g
Ground black pepper	200	g
Water	4000	mL

Method

Sift dry ingredients into an airtight storage container and add water.

Filling

Ingredients

Mutton mince	5000	g
Caterers white bread soaked to equilibrium in water	1600	g
Seasoning (3 cups)	300	g

Makes 96 190g pies.

Method

1. Combine flour, dripping and salt in a large planetary mixer.
2. Mix until clear.
3. Add BOILING hot water and mix into a pastry, remove from bowl and sheet.
4. Add mutton mince, bread and seasoning into same mixing bowl and mix until combined.
5. If you have a traditional press, press the base into the traditional tin or else form pastry into round tins using a lump of pastry as a former.
6. Add filling by hand filling each one by eye.
7. Once all cases filled, add or subtract from each case until even.
8. Press filling gently into the cases to form an even depth of filling in each case.
9. Either finish the traditional pies with a die-cut top or roll on the tops and finish with a crimped edge.
10. Bake at 230° C for 20 minutes.

Leed Street Bakery's Cheese and Bacon Scones

by Raukura Chadwick



Savoury scones are a reliable café favourite, simple to make and a breeze to sell. Once found, a reliable recipe is to be treasured.

Wellington's Ti Kouka café, its own Leed Street Bakery, and its associated Red Rabbit Café and Roastery have won a reputation for serving some of the very best café fare in this highly competitive environment, and their scones are no exception.



Ingredients

(Makes 8)

Self raising flour	400	g
Salt (½ tsp)	10	g
Mustard powder (¼ tsp)	5	g
Baking powder (¼ tsp)	5	g
Unsalted butter (cubed and cold)	75	g
Grated tasty cheese	150	g
Bacon (cooked and chopped)	50	g
Milk	70	g
Cream	70	g
Soda water	140	g

Method

1. Sieve all dry ingredients and rub butter into flour mix. Add cheese and bacon.
2. Weigh up all wets together and slowly mix into dry/cheese till a dough forms. Make sure to only add enough wets to reach a soft dough that is not too wet.
3. Turn onto a lightly floured surface and roll out to 1 inch (25 mm) thick.
4. Cut with a 7 cm pastry round and recombine scraps to cut further scones.
5. Place scones on a lined tray and sprinkle with extra cheese
6. Bake in a fan oven at 200° C for 12–14 minutes.
7. Exchange bacon for either chopped red onion, chives or rocket.

Rye ideas

by Robert Burns courtesy of Weston Milling

There is a call for bread to contain rye. These recipes have 33% rye meal in them. This gives a nice flavour profile which customers will enjoy. They provide ideas for different flavours which are tried and true, and still popular as a point of sale.

Rye Meal Paprika Sunflower and Cheese Loaf



Group 1

Rye Meal Flour	1000	g
Maximus Flour	2000	g
Prime Instant Yeast Dry	30	g
XL 1% Improver	30	g
Salt	60	g
Water	2	L
Paprika	60	g

Group 2

Sunflower Kernels	300	g
Cheese	300	g
Topping		
Cheese	300	g
Paprika	10	g
Sunflower kernels	30	g

Method

1. Place Group 1 ingredients in the bowl and mix 2 mins on slow and 5 on medium speed.
2. Fold in Group 2 slowly until combined.
3. Divide as desired and top with the topping.
4. Prove.
5. Bake at 220° C and steam.

Rye Meal Roasted Pumpkin Cummin Loaf



Group 1

Rye Meal Flour	1000	g
Maximus Flour	2000	g
Prime Instant Yeast Dry	30	g
XL 1% Improver	30	g
Salt	60	g
Water	2	L

Group 2

Roasted pumpkin	300	g
Ground cummin	30	g
Tumeric	20	g

Method

1. Place Group 1 ingredients in the bowl and mix 2 mins on slow and 5 on medium speed
2. Fold in Group 2 slowly until combined
3. Divide as desired and prove. Decorate with flour if desired
4. Bake at 220° C and steam.

Mushroom & Kumara Soup



Recipe by Tracy Scott, Meadow Mushrooms



Ingredients

Meadow Mushrooms – sliced	2 Kg
Kumara – peeled and diced	2 Kg
Garlic – crushed	60 mL
Onions – chopped	4
Carrots – peeled and diced	4
Crushed tomatoes (10 can)	3 l
Butter	200 g
Flour	60 g
Tomato puree (1 cup)	240 ml
Chicken stock	4 L
Bayleaf	4
Cream	500 mL
Chives – finely chopped	200 g
Salt and ground black pepper to taste	

Method

1. Heat butter in a large saucepan
2. Add in onion, garlic and carrot and sauté for 5 minutes
3. Add in mushrooms and sauté for 5–10 minutes
4. Add in flour and cook out for 2 minutes over low heat stirring regularly
5. Add in tomato puree and mix well
6. Gradually add in chicken stock, stirring well after each addition
7. Add in crushed tomatoes, kumara and bay leaf
8. Simmer for 40–45 minutes
9. Remove bayleaf and puree soup
10. Check seasoning
11. Stir through chopped chives and cream

Serves 40 full portions – 200 samples (50mL)



Blueberry Friands

by Asher Regan



Friands are quickly becoming a staple in cafés and bakeries throughout the country and for good reason. We thought we'd provide a fantastic healthier alternative that still taste amazing.

For more information on healthy baking and catering visit the Hospitality Hub: www.heartfoundation.org.nz/hospitality

Ingredients

Icing sugar	150 g
Wholemeal flour	50 g
Ground almonds	175 g
Egg whites	6
Canola oil	100 mL
Lemon zest	5 g
Frozen blueberries	170 g

Method

1. Heat oven to 200° C
2. Sift icing sugar and flour together
3. Mix in ground almonds
4. Whisk egg whites until light and foamy
5. Gently mix whisked egg whites with dry ingredients, oil and lemon zest
6. Place batter into well greased friand moulds
7. Sprinkle with frozen blueberries
8. Bake for approximately 20 minutes or until slightly firm to the touch
9. Remove the friands from the moulds and cool on a wire rack.

How to make...

APRICOT AND CHOCOLATE BRIOCHE



INGREDIENTS

Farmers Mill Brioche Mix	5000g
Unsalted Butter	750g
Water (variable)	2000ml
Fresh Yeast (or use dry at 2.5% of Brioche mix rate)	300g
Diced Apricots	1000g
Dark Chocolate Coverture chips/drops	600g
Total Dough Weight	9650g

PROCEDURE

1. Place mix, butter, water, yeast into the mixer and mix on 1st speed for 2 minutes.
2. Mix on 2nd speed for a further 6-8 minutes or until developed.
3. Back mix in the chocolate chips and apricots.
4. Divide the dough into 500g heads and rest for 10 minutes.
5. Pin out to a rectangle and insert desired filling (in this case, almond paste has been used).
6. Make 8 cuts either side and plait into a loaf.
7. Prove and bake.
8. Once cool, glaze and decorate as desired.

For more info on Farmers Mill flour & premixes
order online at www.farmersmill.co.nz
or call 0800 688 717



BAKING

Rotary Oven 190°C for approx. 20 minutes
Conventional Oven 200°C for approx. 20 minutes

*Baking time and temperature
may vary from oven to oven.*



Apricot & chocolate brioche

Savoury Sausage Muffins

by Brent Hughes
courtesy of NZ Bakels



Ingredients

Milk	220 mL
Egg	150 g
Sweet corn	120 g
Olives, black and green mix pitted and chopped	120 g
Onion, chopped	100 g
Cheese, grated	340 g
Baker's flour	340 g
Baking powder	12 g
Salt	1 g
Black pepper	1 g
Chives, fresh, finely chopped	10 g
Parmesan cheese for topping	90 g

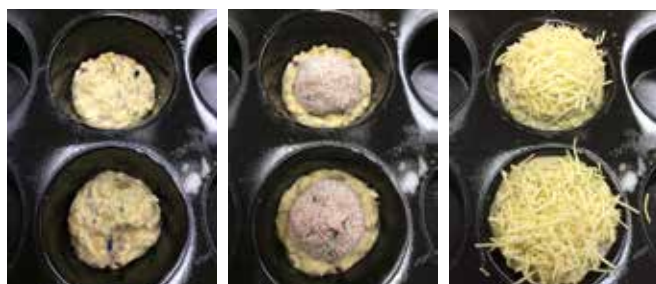
Total weight: 1504 g

Single unit weight: 165 g

Yield: 9

Method

1. Place all ingredients into mixing bowl.
2. Mix by hand. This will insure the mixture is not over-mixed.



3. Place mixture into a piping bag and pipe 50 g of mixture into the bottom of a greased texas muffin pan. There is no need to use a paper cup.
4. Place one 40 g sausage ball on top of the 50 g of mixture.
5. Pipe a further 115 g of mixture around the outside of the sausage ball and then over the top. Smooth out a little with wet fingers. Sprinkle 10 g of parmesan cheese over the top of each muffin and bake.
6. Bake at 190° C bottom and 215° C top for 35–40 mins.

Sausage filling ingredients

Sausage meat	450 g
Red onion, diced finely	30 g
Salt	2 g
Pepper	1 g
Curry powder	2 g
Mixed herbs	1 g
Crushed garlic	4 g
Semolina for rolling sausage in	120 g

Total weight: 634 g

Single unit weight: 42 g

Yield: 12

Method

1. Place all ingredients into mixing bowl.
2. Mix by hand this will ensure the mixture is not over-mixed.
3. Divide into 40 g pieces and roll into balls. Roll each ball into coarse semolina.
4. Use to make sausage muffins.

Purple Wholemeal Loaf with Walnut, Linseed & Seville Orange & Fig Breadshot



Pre-ferment

Ingredients

Fresh yeast	3 g
Purple wholemeal flour	20 g
Strong flour	60 g
Warm water	60 g

Method

1. Mix all of the ingredients together until smooth.
2. Place into a lightly oiled container covered with plastic and allow this to ferment overnight.

Dough

Ingredients

Purple wholemeal flour	180 g
Strong flour	240 g
Gluten flour	15 g
Salt	12 g
Fresh yeast	20 g
Warm water	300 g
Pre-ferment	
Linseeds	40 g
Chopped walnuts	100 g
Kibbled rye (soaked for 24 hours)	35 g
Barker's Seville Orange & Fig Breadshot	170 g

Method

1. Mix the flours, salt, yeast, water and pre-ferment to a well-developed dough.
2. Once the dough has been developed add the **Barker's Seville Orange & Fig Breadshot**, linseeds, walnuts and kibbled rye. Mix through until clear.
3. Round the dough and place into a lightly oiled container covered with plastic to ferment for 40 minutes.
4. Knock back the dough and round back up. Give the dough 20 minutes fermentation.
5. Turn the dough out and scale and mould the dough as required.
6. Bake at 230° C with 2 seconds steam.

Salted Peanut Whoopie Pies

Although they have been around for decades, Whoopie pies have enjoyed a huge increase in popularity in New Zealand over the last couple of years. This recipe has a salted peanut filling – another recent flavour trend.



Ingredients

Salted peanut filling

Roasted salted peanuts, crushed plus extra for garnish	100 g
Chelsea Icing Sugar	500 g
Cream cheese	200 g
Butter, melted and cooled but still soft	50 g

Whoopie pies

Chelsea Soft Brown Sugar	150 g
Plain flour	280 g
Cocoa powder	30 g
Baking soda	10 g
Baking powder (1 tsp)	4 g
No. 7 egg	1
Natural yoghurt	160 g
Simply Pure Canola Oil	70 mL
Boiling water	60 mL

Chocolate glaze

Powdered gelatine	3 g
Chelsea Caster Sugar	110 g
Water	80 mL
Cream	80 mL
Cocoa powder	40 g



FOOD SERVICE

Recipe courtesy of Chelsea Foodservice.
See chelsea.co.nz/foodservice for more details

Method

Salted peanut filling

1. Make filling in advance and chill completely before using.
2. Pulse-chop the peanuts in a food processor until roughly chopped with some fine bits but still some texture (like breadcrumbs). Transfer to a small bowl.
3. Blend icing sugar and cream cheese in the food processor briefly until mixed, then transfer to a food mixer and whip with the whisk attachment for about 2 minutes on low speed. Add the cooled but still soft melted butter and the crushed peanuts to the mixture and beat for a further minute.
4. Scrape mixture into a piping bag with a star nozzle and refrigerate until set.

Whoopie pies

1. Preheat oven to 200° C and line 2 baking sheets with baking paper.
2. Put the brown sugar into a large bowl and sift over the flour, cocoa powder, baking soda and baking powder. Mix together.
3. In a separate bowl whisk together the egg, yoghurt and oil.
4. Whisk in the boiling water then immediately stir all the liquid into the dry mixture. Stop mixing once it is combined – do not overwork.
5. Allow batter to cool and rest for 5 minutes before transferring to a piping bag with a large round nozzle.
6. Pipe mixture onto prepared baking sheets in approximately 5 cm rounds.
7. Bake for 10–12 minutes, or until they spring back to the touch. Cool slightly then transfer to a cooling rack to cool completely.

Glaze

1. Glaze should still be runny but slightly cooled before using.
2. Dissolve the gelatine in 1 tbsp hot water.
3. Put the caster sugar, water and cream into a small saucepan and bring it to the boil then simmer for 2 minutes.
4. Add the cocoa powder and return to boil for another minute over high heat.
5. Remove from the heat. Stir in the gelatine.
6. Cool to room temperature to make easier to apply.

Assembly

1. Pair up whoopie pies to match sizes evenly. Put one half of each pair onto a cooling rack and apply glaze to the top.
2. Sprinkle with chosen topping and transfer to chiller to cool and set completely. Remove from chiller as soon as glaze has set.
3. Pipe the peanut filling onto the other half of the whoopie pie, place the glazed half on top and serve.

Sticky Date & Chocolate Pudding with Salted Caramel Sauce & Ginger Spiced Ganache



Recipe by
Marcus Braun
courtesy
of Nestlé
Professional



Sticky Date & Chocolate Pudding

Ingredients

Yields 1 x 240 mm diameter cake tin

Water	280 g
Vanilla essence	10 g
Dates	200 g
Butter	30 g
Nestlé dark couverture	100 g
Canola oil	50 g
Nestlé Highlander	
Condensed Milk	150 g
Egg	120 g
Plain flour	100 g
Baking soda	8 g
Ground almonds	80 g

Method

1. Bring the water, vanilla essence, dates and butter to the boil.
2. Remove from the heat and stir in the chocolate.
3. Place into a food processor and pulse until the dates have broken down slightly (don't over-pulse otherwise you will turn this into a puree).
4. Mix the condensed milk, canola oil and the egg together and then stir in the date mixture.
5. Mix through the sieved flour, baking soda and ground almonds.
6. Pour the mixture into a prepared tin and bake at 170° C for approximately 35 minutes or until a skewer comes out clean from the centre of the cake.

Salted Caramel Sauce

Water	80 g
Granulated sugar	180 g
Hot water	70 g
Vanilla bean	1
Nestlé Highlander	
Condensed Milk	160 g
Flaked sea salt	2 g

Method

1. Prepare a caramel from the 80 g of water and the sugar over a low heat.
2. Once a nice amber colour is achieved whisk in the hot water to dissolve the caramel and add the split vanilla bean.
3. Remove from the heat and whisk in the condensed milk and the flaked sea salt.
4. Sieve the mixture to remove the vanilla bean.

Ginger Spiced Ganache

Ingredients

Cream	140 g
Nestlé Highlander	
Condensed Milk	50 g
Fresh ginger (finely grated)	15 g
Nestlé dark couverture	90 g

Method

1. Bring the cream, condensed milk and fresh ginger to the boil.
2. Allow this mixture to cool down to infuse the ginger into the cream and condensed milk.
3. Heat the cream mixture back up to the boil.
4. Remove from the heat and sieve the grated ginger out of the cream mixture and pour over the chocolate.
5. Blend together using an immersion blender and allow the ganache to cool at room temperature.
6. Once cooled place into a piping bag ready for plating.



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