

slice

from the Baking Industry Association
for cafés, caterers and bakeries

Issue 37, March 2018



The Great NZ Hot Cross Bun stars on TV

Daily Bread rises

The Naked Cake revealed

Food Control Plans made

Brezelmania – perseverance pays off

Little Seeds growing

Kevin Marshall's genuine passion

Fine Food preview

PLUS: Getting out for fun and profit

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**Advertisers and
contributors –
Next booking deadline
13 April,
Material deadline
20 April.**

From the President

KEVIN GILBERT KEEPS IN TOUCH



Easter is here! When the hell did that happen?

Don't get me wrong, I'm a fan of chocolate and the bank account enjoys seeing the income from hot cross buns. It's just that, like many of you, after making so many hundreds of thousands of those spiced little buggers over the years I'd be more than happy never to see one again.

We joke every year in the bakery of starting a petition to cancel Easter, or at least that aspect of it anyway. Having said that, hot cross buns are a big part of the baking calendar and, for those that make them, they can contribute nicely to the bottom line and even help put your bakery on the map.

This year's Great NZ Hot Cross Bun Competition entries were well up on last year in numbers and the quality, yet again showing the strength of the baking industry in New Zealand.

Congratulations to U-Bake in Timaru for winning this year's competition.

As I write this I'm in discussion with the TV stations to get some form of 'on air' time for the winning bakery. Hopefully we're able to make that work like we did for Copenhagen Bakery's winning fruit mince pies last year with both TV1 and TV3 picking them up.

Food Control planned

It seems that I am writing a lot about the ever-elusive Food Control Plan and getting the finished product from MPI. We have had several meetings and conversations with them (all the way up to the Chief Executive level) to clear things up and, I am pleased to say, MPI is now being rather helpful.

We should, by the time this goes to print, have all but finished the consultation period required by law for a new Food Control Plan to be accepted – it's basically a variation on getting a liquor license where you have to advertise your intentions in the right place for a specified period of time – and be ready to go.

In the meantime, for those that are getting concerned or bothered by their local authority, Sally Johnston from MPI has said

that she is happy to talk to the inspector/ auditor and advise them of the situation and, as the body in charge of all FCPs, tell them politely to back off and allow some leeway.

For anybody in that situation get in touch with Teghan (teghan@bianz.co.nz) who will pass the details on to Sally.

Far simpler

Once approved, the new FCP is nothing like we've been used to. It is a far simpler, smaller, easier, and more common-sense based approach to food safety.

In one of the meetings it took four of us, all very familiar with the existing Food Safety Programme and requirements, into a whole new world of ease, speed, and perhaps a more logical approach than has previously been required by the government. (See "A plan is made" on page 7 for more on this.)

IBA tour planning

We have a tour planned for IBA (numbers permitting) and have invited our Aussie counterparts to join us.

I have been in touch with some of our European cousins including baking associations in Germany and the Netherlands, as well as companies like Puratos and WP Haton who have all said that they will help organise bakery tours in the areas and open doors for us that may not otherwise be open. This has the potential to be a very interesting trip looking behind the scenes in businesses, bakeries, and even the Puratos sourdough library just outside Brussels.

If this sounds like something you'd be interested in please get in contact with Teghan (teghan@bianz.co.nz).

Fine Food and World Skills

We're well on the way with planning this year's Fine Food event and are excited by the changes that we're working on to the competitions and the BIANZ area itself.

One of the changes to competitions is that the apprentice/trainee competition is also the search for the person to

represent New Zealand at the World Skills Competition next year.

This is a first for the baking industry as New Zealand has never sent a contestant to the competition. A lot of support with training and funding is being offered to the winning candidate, so I look forward to seeing the talent that we have coming through in our industry.

Elections

With Fine Food comes the elections for the BIANZ executive and we are always looking for people to put their hand up.

I understand that we are all busy people and that it may seem like a burden too many for some, however I would welcome the chance to discuss the requirements with anyone thinking of standing up to help the industry and the association.

The baking industry develops and the challenges of being in business keep changing. BIANZ needs people who are interested in helping the baking industry in New Zealand keep up with the developments and to rise to the challenges.

Some of the other events over the last few months:

- We have met (regularly) with MPI over the Food Control Plan with the end now clearly in sight. No really it is!
- We have met with training bodies including Weltec and the Tertiary Education Commission to get a clearer image of the training our apprentices and those looking to enter the industry get.
- We have met with the NZAB (New Zealand Association of Bakers) to discuss items of a mutual benefit and we have been asked to again be on the board of BIRT (Baking Industry Research Trust) whose role it is to spend a portion of the wheat levy on research for the industry. Our goal is to ensure the research helps the entire industry.

Enjoy the hot cross bun season and I hope it is a profitable one for us all.



It's hard to believe that we have held our first competition of the year already with the Great NZ Hot Cross Bun Competition which was on the 3rd of March in Napier. Firstly, thanks to Heaven's Bakery who shared their bakery with us as a venue for judging. Also to the more than 40 bakeries who entered, thank you and well done to our winners.

I hope everyone caught the great coverage on Seven Sharp and I hope the winners do very well with sales this Easter, a very well deserved reward for all the hard work.

Coming up

We have lots coming up this year with our Bakery of the Year celebrations which will again be held at Fine Food in Auckland from the 24th to the 26th of June. At the show there will be live bake offs, static displays, and live judging for the Bakery of the Year sections.

Again in 2018 we will be hosting our awards dinner at Waipuna on Monday 25th June. We will be announcing a members' accommodation package at Waipuna as well as taking purchases for tickets to the awards dinner in the next few weeks. Keep an eye out for information on how to enter as well as how to purchase dinner tickets.

Social media

We are now on Instagram. Follow us @bakingindustryNZ and tag us in your social media posts! We are here to help promote our members so let us know when you have something exciting going on and we will help with social media marketing.

As always if you have any questions or need any help please get in touch.

Teghan



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Events calendar

What	When	Where
New Zealand Bakery of the Year	16–26 June	ASB Showgrounds Auckland
	24–26 June	ASB Showgrounds Auckland
Bakels Supreme Pie Awards competition 	28 June –31 July	National
	6 August	National
	15-20 September	Munich, Germany
	1–30 September	Wintec Hamilton
WorldSkills New Zealand National Finals THE GREAT NZ CHRISTMAS MINCE PIE COMPETITION	14–19 October	National

news and views

Gluten-sensitive? It may actually be a carb making some people ill

Gluten might not be the bad guy after all, according to a report in November in *New Scientist*. Evidence suggests, the article says, that it may be the fructan molecules in wheat that cause stomach problems in people with an intolerance.

About one per cent of people have coeliac disease, an autoimmune disorder that makes them react badly to gluten proteins in wheat. But a further 12 per cent feel ill after eating wheat-based foods like bread and pasta, despite not having coeliac disorder.

Now it looks like it may not actually be gluten that causes problems for these people with "gluten sensitivity".

In 2013, a study of non-coeliacs who ate gluten-free to relieve gut issues found no difference in symptoms when these people ate identical meals that either lacked gluten, or were full of it. This suggested gluten has no effect, prompting Jane Muir and Peter Gibson at Monash University in Australia and their team to wonder if there might be an alternative culprit.

Separating the wheat

They suspected fructans, which are a type of sugar chain found in wheat, barley and rye, as well as onions, garlic, chickpeas, cabbage, and artichokes, they told *New Scientist's* Alice Klein.

To test this, they recruited 59 non-coeliac adults currently following gluten-free diets for gut sensitivities. They gave these volunteers three types of cereal bars containing gluten, fructans, or neither, and the participants ate one of these every day for seven days, with week-long spaces in between each type of bar. The bars all looked and tasted the same, and the participants did not know which ones they were eating.

The fructan bar triggered 15 per cent more bloating and a 13 per cent increase in overall gastrointestinal symptoms, compared to the control bar. The gluten bar, however, had no effect.

This may explain why people with irritable bowels often improve on gluten-free diets but don't make a full recovery, says Muir. By cutting out wheat, they eliminate a large portion of fructans from their diets, but they can still run into trouble eating other high-fructan foods like onions and garlic. Some gluten-free products like chickpea crisps also contain fructans.

It may also explain why few placebo-controlled studies have managed to find that gluten has any effect, and why it has been so difficult to find out how gluten may cause problems for non-coeliacs, says Gibson. "Gluten was originally assumed to be the culprit because of coeliac disease, and the fact that people felt better when they stopped eating wheat," he says. "Now it seems like that initial assumption was wrong."

It's possible that a small minority of non-coeliacs do react to

gluten and studies so far haven't been big enough to readily detect them, Gibson says. "But certainly the evidence points to fructans being more of a problem."

This helps explain why sourdough breads cause fewer problems for supposedly gluten-sensitive people.

According to Monash University, the levels of fructans (from the oligosaccharide FODMAP group) are reduced during the sourdough fermentation process. Melbourne-based registered dietitian, Kate Scarlata recommends choosing wheatflour sourdough bread (rye is inadvisable) that has been left to naturally leaven for one to two days.

Average price of Kiwi meat pie increases

New Zealanders are now paying \$4.21 on average for a pie, according to Stats NZ as report by *Stuff* in January. That is a \$1.40 increase for the Kiwi staple over the past decade.

The Food Price Index: Selected Monthly Weighted Average Prices for New Zealand is a monthly survey of food prices throughout the country. The data shows a steady increase in the price of a meat pie, from \$2.80 in November 2007 to \$4.21 in November 2017.

The 33 per cent price increase in pies tracks with the 30 per cent increase in the retail price of mince, but is below the 54 per cent increase in butter. The price of flour has fluctuated, but is currently sitting at 10 cents more per 1.5kg than it cost in 2007.

Stats NZ senior media advisor James Weir said the data tracked the cost of food through a survey of supermarkets and shops. "We go for the lowest priced product available. These are not your fancy deli pies but rather your run of the mill product."

Just 10 per cent of respondents to an online poll run through *Stuff* subsidiary website *Neighbourly* said they would be willing to pay more than \$4 for a pie. Fifty-one per cent of respondents said they would pay between \$3 and \$3.50.

Crown Bakery & Coffee owner Lee Ung told *Stuff* that his mince and cheese pie – which won silver in the 2017 Bakels New Zealand Pie Awards – sold for \$4.

The Kiwi staple was becoming more gourmet, the Pukekohe business owner said.

"The pastry is very important, the taste and the look of the pie is key. The first impression is the look and when they are bad, they are not very inviting."

BIANZ members surveyed by *Slice* in July 2017 were charging an average of \$4.48 for a mince pie and \$4.98 for a steak and cheese.

Baking apprenticeships and training without the fees



The government has made it more affordable for employers to train people on-the-job with two years fees-free industry training through Competenz from 1 January 2018.

This means the costs usually paid by employers and apprentices in the first two years will be now be free for some people. Apprentices can check their eligibility at www.feesfree.govt.nz before signing a training agreement.

The policy came into effect on 1 January 2018 and Competenz, the industry training organisation for baking, is already signing up apprentices who qualify for funding.

"There's no better time to take on an apprentice," says Chief Executive Fiona Kingsford. "For people already working in the industry who haven't completed tertiary training before, it's an opportunity to start getting qualified at no cost.

"Your staff will grow their skills and knowledge and gain NZQA-recognised qualifications endorsed by the industry while learning on-the-job."

Data from economic research organisation Infometrics shows that 63 per cent of those employed in the baking sector do not have a post-secondary school qualification.

Kingsford says a qualified workforce leads to greater efficiency, productivity and profitability, fewer accidents, and stronger employee engagement.

"It's no secret that there is a skills shortage in New Zealand. We are here to support businesses who want to grow their workforce and upskill their people, and it's a great time to find out how we can help."

Who is eligible for fees-free training?

Anyone who has not undertaken previous tertiary study or training worth more than 60 credits is eligible for fees-free industry

training. Check eligibility at www.feesfree.govt.nz or call 0800 687 775.

Which baking programmes are eligible for fees-free funding in 2018?

- New Zealand Certificate in Trade Baking (Craft) Level 4
- New Zealand Certificate in Trade Baking (Plant) Level 4

More information

For more information about the programmes Competenz offers, visit www.competenz.org.nz.

For any questions about apprenticeships and industry training, call Competenz on 0800 526 1800.

A watchamaycallit with your breakfast?

British travel agency Globehunters has unveiled a map to put an end to The Great British Bread debate, revealing the regional names for a bread roll across the UK.

The map reveals teacakes are the term of choice in the West Country, while those in Newcastle favour stotty.

Across the border, Glaswegians favour rowies, while those in the Highlands say cob.

In southern England, there's huge variance with Vienna, buttery and batch thrown into the mix.

GlobeHunters compiled the research "through a number of sources in each location", but admitted there was still debate across each region.



The map was unveiled following bread week on *The Great British Bake Off*, a top rating TV programme which saw contestants take on the teacake, cottage loaves, and colourful sculpture.

Vegan afternoon tea launched

London patisserie Cake Boy has launched a vegan afternoon tea. Available for £40 (about \$75 NZ) per person, the vegan afternoon tea includes a selection of savoury and sweet products.

"We have customers from all over the world and increasingly we are being asked if we have vegan cakes and bakes," said Cake Boy master patissier Eric Lanlard.

"I wanted to design an afternoon tea that was just as elegant and glamorous in our signature style and not an afterthought or a lesser offering."

The vegan afternoon tea is served with champagne, puro organic coffee and TWG tea.

The menu includes buckwheat petit pain with cheddar-style cheese, sun-blush tomato and basil, a gluten-free mini loaf with pistachio pesto, an olive sourdough with Moroccan coriander hummus, Persian sultanas and micro coriander, and on the sweet side a Peruvian chocolate cup with raspberries.

Little Bird raising money

Health food producer Little Bird Organics is raising up to \$2 million to fund its growth.

Little Bird Unbakery was profiled in *Slice* issue 25 in March 2015.

The Auckland-based business launched a month-long campaign in February through PledgeMe for 20 per cent of the company. There was a minimum investment of \$500 at \$1 a share

The eight-year-old company, which was founded by Megan May and Jeremy Bennett from a Grey Lynn villa kitchen, runs two organic Unbakery cafes in Auckland, an e-commerce website selling Little Bird organic plant-based products and employs 65 staff.

It has a 600sqm manufacturing facility in Mangere where it produces 20,000 products a month, which it sells in its cafes, online and in New World and Countdown supermarkets. The company has also released two cookbooks, which have been published internationally.



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A plan is made

How the new BIANZ Food Control Plan came about.

Bernie Sugrue, a highly experienced baker and entrepreneur, handles Food & Health matters on the BIANZ board.

"I'd have to say that I've had some experience with food safety programmes in my own business," he told *Slice*. "It can be quite confusing: a bloody lot of work for bakers who don't want to do paperwork; they want to bake."

"When you start putting a lot of paperwork to them, they just switch off. We've been forever making sure that we are up on all the paperwork and some of the paperwork we've thought, well this is quite bloody silly."

Bernie was naturally sceptical about the government's new Food Control Plan requirements before he met Sally Johnston, the manager of Food and Beverage at MPI, last December. The BIANZ executive had been seeking such a meeting to clarify the new system for many months.

Bernie went to that meeting along with Ian Shaw of Food Safety NZ, who wrote BIANZ's existing food safety programme. He pays tribute to the work of Ian in particular and the other board members who did the work on the BIANZ Food Control Programme over recent years.

The first thing that Sally Johnston told the meeting was that the BIANZ programme was no longer appropriate. Though most of the underlying ideas and procedures it describes still apply, she thought the presentation needed an almost total update to fit in with the new government requirements.

To Bernie and Ian's surprise, Sally Johnston meant simplifying it. That was good. The catch was that it needed to be done soon; before March. This resulted in further lengthy meetings in which members of the BIANZ board worked as a team with MPI officials to produce a new Food Control Plan.

(The term 'Food Safety Programme' is out. Food businesses must now have Food Control Plans (FCPs).)

This remarkable fast-track teamwork applied existing MPI templates to the peculiar needs and systems of bakeries.

BIANZ members will be able to use this new, simpler plan soon and, with the way being smoothed and fast-tracked by MPI, it promises to be a relatively trouble-free experience. Keep an eye out for more information soon.

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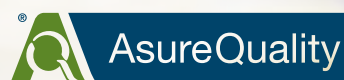
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Employment

Employment law changes ahead

by Alice Porter

The government has announced their proposed changes to employment law, which may come into effect later this year.

These changes confirm the government's preferred approach to ending trial periods. Their initial proposal for a 'fast track, referee service' has gone – instead, the current position is that employers with less than 20 employees can continue to use trial periods, but larger employers with 20 or more employees won't be able to use them at all.

Reverting

Mandatory breaks are proposed to be re-introduced for almost all employers. This reverts back to the previous position of two paid 10 minute breaks and one unpaid 30 minute break in a shift of 6-8 hours, that was in place up until April 2016.

All employers of 'vulnerable workers' (generally cleaning and catering service providers) will be required to allow employees to choose to transfer to a new employer, if the work they are doing transfers to that new employer through a business sale or subcontracting arrangement.

For example, if a catering company loses a contract with a client to another catering company, the first catering company will be required to allow the employees doing the catering work to choose to transfer to the second catering company if they want to. This has been the case for a while for employers with 20 or more employees, but it will now apply to all employers regardless of their size.

Significant impacts

Employers who have a collective agreement with a union are significantly impacted. Many (but not all) of the changes the National government made in April 2016 to assist employers are to be reversed. The intention behind this is to encourage and assist trade unions to develop membership numbers and bargain effectively for increased wages.

There are other changes that are more technical or that will impact smaller numbers of employers. Only the main ones are outlined here.

Time to adapt

These are all proposed changes that are going through the parliamentary consultation process before a vote is taken on whether to pass them into law, probably towards the end of this year. Many of the most significant changes will take place four months after they are passed into law. This is intended to give employers time to adapt.

The government is considering changes in other more complicated areas such as pay equity (how to ensure female dominated work is paid equally to 'comparable' male dominated work), whether or how to introduce or encourage industry wide bargaining, and whether to introduce minimum employment

rights for dependent contractors in a long-term work programme.

Slowly, carefully

In summary, changes are coming but they are being introduced more slowly and carefully than might first have been expected when the new government was elected.



Both the current proposed changes and the long-term work programme reflect the government's view that employee protection and wages need to be increased, and that collective bargaining through trade unions is an effective way to achieve that. This will lead to more costs, obligations and/or risks being introduced for employers.

Employers need to plan ahead by introducing effective HR management practices to adapt to this changing environment.

To discuss these proposed changes, to find out more about what's happening, or for advice on HR management practices that could help employers to adapt, you can contact ER Resolutions on 022 513 1269 or enquiries@erresolutions.co.nz.

Complete Bakery Mixes

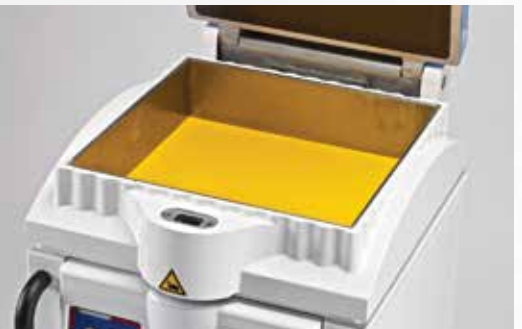
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The big BIANZ events 2018



An array of great bakery events happens every second year in association with Fine Food New Zealand: the Bakery of the Year Competition, the Trainee of the Year, a variety of other exciting bake-offs and informative workshops, and of course the great BIANZ Awards Dinner.

Here is a preview.

Trainee of the Year

In 2018 there will be an awesome opportunity to represent New Zealand and earn the title of Trainee of the Year.

This year at Fine Food New Zealand, we will not only announce our Trainee of the Year, but also New Zealand's first ever World Skills contestant. This contestant will represent New Zealand at World Skills in Kazan, Russia in 2019.

World Skills competitors need to be between 18 and 21 years of age when joining a regional competition, and no more than 21 years old by the national competition; taking into consideration that both are held every even year. Competitors need to be either currently learning a vocational skill under a skills training provider or a skilled apprentice.

If you are interested in this please let us know at teghan@bianz.co.nz. For more information as the competition evolves, keep an eye out on our Facebook page (Baking Industry Association of New Zealand) for more information about the heats.

This is will be an amazing opportunity to see the world and expand your skill set as you will be coached by some amazing bakers to prepare for World Skills.

To find out more about World Skills see www.worldskills.org.nz

Bakery of the Year 2018

Mid-Winter Christmas

We are looking forward to another exciting Bakery of the Year at Fine Food New Zealand again this year as we try something different: chilled cabinets so that we can have an even more varied selection of products than usual in our competition.

We are doing a Mid-Winter Christmas Theme this year. This gives entrants the opportunity to explore the Christmas traditions of the world with an exciting range of products.

Where

The competition happens at Fine Food New Zealand 2018, ASB Showgrounds, 217 Greenlane West, Greenlane, Auckland. Registrations open on Monday 7 May 2018 at 8am. Entries close: Saturday 16 June 2018 at 5pm. Entries delivery: Saturday 23 June 2018, no later than 5pm. Judging: Sunday 24 June 2018. Announcement: Monday 25 June 2018 at the BIANZ Awards Dinner.

Below are the proposed competition items for this year, please note this is subject to change as we are sourcing chilled cabinets to create a mini shop-style display for entries.

Bread

- Panetone
- Stollen
- Sourdough

Cake

- Mini Yule Logs
- Gluten Free Glazed Fruit Cake
- Trifle Verrines

Pastry

- Sausage Roll
- Choux Pastry Eclairs
- Croissants

Creative

- Innovation - new bakery product of competitors choice
- Gingerbread Christmas Tree
- Packaged Shortbread as a Christmas Gift.

Keep an eye out on our Facebook page (Baking Industry Association of New Zealand) for more information about our competition and updates about the criteria.

Hopefully this sneak peek will be enough of a teaser to get your creative baking minds going. We are looking forward to another great Bakery of the Year event in June.

THE GREAT NZ

HOT CROSS BUN

The judging

Three judges, Dave Hewer of BJ's Bakery in Hastings, Graham Heaven of Food & Produce NZ, and veteran Havelock North baker Neville Jackson, gathered at Heaven's Bakery in Napier to assess entries in the Great NZ Hot Cross Bun Competition 2018.

Dave Hewer's general impression was of "a good cross section of entries, a lot of different innovations, some overpowering flavours, some well-blended flavours."

Graham Heaven offered some advice for contestants next year: pay more attention to the glaze. "The glazes have let a lot of good buns down," he says. "Also I feel the crosses could be worked on a little."

"Apart from that there some good flavours here, some overpowering flavours, however I think a lot of people have been reluctant to use a good spice."

Neville Jackson offers similar advice for people looking to enter this competition next year: "I would say the most important thing is the glaze and the cross. It's got to have a nice soft-eating cross."

Contest organiser and chief judge Michael Gray noticed quite a few entrants using either a brioche or a sourdough-inspired bun. Graham Heaven reckons "there's nothing wrong with a sourdough hot cross bun and it does enhance the flavour but it can take the flavour away from the spice. I noticed too that the sourdough buns are a little firmer than the normal dough bun."

But Graham Heaven thinks that if he was aiming to make a really good hot cross bun he would probably use a no-time dough. "It's going to be a little bit lighter," he says, "it will hold the proof as well as a sourdough bun and the skin on the top is not as tough. With a sourdough bun you'll find the skin is a bit on the tough side and that puts me off a little bit."

The winning entry's description, enclosed with the entry as required, describes the buns as "Traditional spice, fruity hot X buns."

"The fruit has been soaked in orange juice, orange peel and spice mixture to give it extra flavour and plumpness. The dough has had a longer fermentation process to allow the spiced, fruity, flavours to develop."

"The cross mix is our own recipe which has been tweaked so that the cross comes out bold and white and sinks nicely into the dough. The buns are glazed with a sweet and sticky apricot glaze."

The runner-up's entry was described as "zesty citrus and spice scented buns with a delicious blend of fruits." The third place entry was somewhat similarly described as "zesty citric fruited buns blended with Sri Lankan spices."

Chief judge Michael Gray was keen to point out that, contrary to some past comments, the event shows that winning entries can come from anywhere in the country.



Judges Neville Jackson, Dave Hewer, Graham Heaven.



The winning buns from U-Bake in Timaru.



Second place from Continental Catering Group.



Third place from Divine – Your Local Bakers.

Winner – U-Bake, Timaru

Second place – **Continental Catering Group**, Christchurch

Third place – **Divine – Your Local Bakers**, Christchurch

THE GREAT NZ HOT CROSS BUN The winner



BIANZ president Kevin Gilbert presents the hot cross bun competition trophy to Simon Bruce.



U-Bake's Simon and Deborah Bruce and some famous buns.

Photos by Stu Jackson, www.photographs.co.nz

The big prize – a huge, free, TV commercial

The results of the BIANZ Great NZ Hot Cross Buns competition led on TVNZ's high-profile Seven Sharp on March 8.

The show opened with host Hilary Barry lifting a plate piled with hot cross buns and promising to reveal later the secret ingredient that made them so good.

The bronze and silver winners (Divine – Your Local Bakers in Christchurch and Continental Catering Group in Rangiora) were given a boost before we saw U-Bake's owner-baker Simon Bruce hard at work pre-dawn and telling reporter Maiki Sherman how he likes "putting a smile on people's faces" with his products.

In a nicely staged show we saw Maiki Sherman telling the U-Bake team of their success.

A (figurative) drum roll and behold, Kevin Gilbert appeared in the bakery bearing the trophy cup, the award certificate, and a gold medal, all presented to a clearly surprised Simon Bruce in front of his clearly delighted staff.

"Who would have thought?" said Simon Bruce, but in fact many would have thought. U-Bake came third in the 2017 Great New Zealand Hot Cross Bun competition and an unofficial third (there was no official third place) in 2015.

Simon and his team have tweaked the recipe since and this year completely changed the cross, "one of the most important parts of the bun," he told *Slice*. "It's a scratch mix, nice and white."

TVNZ approached BIANZ seeking the exclusive coverage of the competition and flew the crew to Timaru the night before to film the coverage. "They had a ball," said Kevin Gilbert. Maiki Sherman, not normally a hot cross bun fan, sampled one for the camera and later went back for another. "We gained a convert," says Kevin Gilbert.

Simon Bruce has been baking for 30 years, starting straight out of school, and in his own business for 20 years.

"Baking isn't easy," Simon told *Slice* the day after the announcement. "I wonder why I do it half the time," says Simon, "but after a day like this – seeing Kevin come around the corner with the



trophy – I might have had a wee tear in my eye.”

The sudden boost in demand that follows awards like this is a further challenge, as Simon Bruce knows well.

“Last year we got third and we were really busy. I didn’t expect how busy we were. I went down the street one morning and there were 18 cars parked outside my establishment. It was like a traffic jam. I couldn’t believe it, and it was like that all day.

“Today they were queuing at five o’clock this morning and there’s been a line outside all day today. I didn’t know how prepared we’d have to be so I just went for it but went for it wasn’t good enough. I think we did about 500 packets just today. That’s huge for a wee craft bakery doing small doughs with a long fermentation process, but never mind! Apparently we might have to do it all again tomorrow and maybe for the next two weeks.

“It’s all come through a good staff – I’ve got some very good staff.”



New partner for BIANZ



Unox, a leading Italian maker of commercial ovens, is a new partner for BIANZ.

Unox is a global company and is recognised as the world's largest manufacturer of commercial ovens. It has offices in 27 countries and Unox products are distributed in more than 120 countries worldwide.

The company's philosophy is 'Inventive Simplification.' "This philosophy lies at the core of everything we do," says Katelyn Leusenkaamp, AMC Support & Marketing Communication at Unix Australia. "By using innovative technology, we find simple solutions to complex problems. In fact, all company processes are intelligently simplified to give maximum value to our customers.

"Unox has developed a range of ovens to suit almost every application, from a three-tray programmable convection oven to a 40-tray combination oven and everything in between.

"The new Unox Mind.Maps™ ovens have introduced technologies into the market by utilising features that result in a high standard cooking results to ensure the maximum Return on Investment available for each customer," says Katelyn Leusenkaamp.

"Our ovens have 30 per cent fewer components than those of our competitors which means that they are both easy to use and to maintain."

Unox offers the possibility of extending the guarantee on spare parts for four years (or 10,000 running hours) and two years' labour.

The Cheftop and Bakertop Mind.Maps™ ovens can be connected by the internet using wi-fi, ethernet or 3G. This offers the possibility of extending the warranty with no ongoing costs.

"This is called the Long.Life4 program, proof of the quality and reliability of Mind.Maps™ ovens.

"At Unox we see success as a personal thing for both us and our customers and we believe that success comes in many different forms," says Katelyn Leusenkaamp.



A brief history

The company is relatively young, having been founded in 1990 with the production of its Arianna ovens, aimed predominantly at the Italian market.

Innovation is central to Unox and 1993 brought the launch of the SpidoCook glass ceramic contact grills. That period also saw the introduction of the Autocad system, a new headquarters and a turnover that reached 1 billion Lira.

A huge advancement was the launch of Unox's AIR.Maxi™ technology that guarantees the uniformity of the air flow by using a system of multiple fans. That innovation had remained a breakthrough in Unox technologies.

In 1996 the first electric combi oven UFE301 introduced STEAM.Maxi™ technology to the market for the first time.

In 1998 Unox registered the international patent for Dry.Maxi™, innovative technology that extracts humidity from the cooking chamber.

Through 1999–2003, the CAD 3D Pro Engineering system was adopted. In another breakthrough, Unox products began to be sold in the US.

With the new millennium came the first of the ovens that became the flagship products of Unox. Firstly BakerLux™ 4-6-10 pan and then ChefLux™ 5-7-10 pan combi ovens. Both were launched in gas versions shortly afterwards.

New technologies follow the birth of the new products: ROTOR.Klean™, patented

technology for automatic washing, and SPIDO.Gas, patented symmetric heat exchangers. In 2004 Unox adopted the Lean Manufacturing philosophy, increasing quality while reducing delivery times and production costs.

Small shops

In 2005 Unox launched the LineMiss™ oven, which over the years has become the benchmark for baking bread and frozen pastries in small shops, convenience stores and coffee shops throughout the world.

Improvements continued to be made at a rapid pace through 2007 to 2010. Unox's ChefTop™ and BakerTop™ became, they say, the yardstick of excellence for professionals thanks to the new Maxi.Link technology and a perfected Air.Maxi™ technology. This uses five fans in the big ovens to ensure cooking uniformity.

The international expansion of the company continued apace through 2013 to 2015.

Unox now has offices and branches in 25 countries worldwide and Unox products are distributed in more than 110 countries.

From mid-2014 the exclusive Mind.Maps™ technology started to take shape, an innovative technology that began to be commercialised from the following year. Integrated in 2015 into the Cheftop Mind.Maps™ and Bakertop Mind.Maps™ lines, this was a distinct upgrade in the top-of-the-range ovens, and it set Unox at the pinnacle of the professional oven market.

Economy and environment

Unox sees the economic and environmental efficiency of its operations as two sides of the same coin. The company is organised according to the principles of "lean manufacturing" with light, synchronised and perfectly timed production flows, translating into a fluid and fast supply cycle.

The elimination of waste reduces the company's environmental and social impact.

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The naked cake and other wedding cake trends

by Sarah Beresford

When it comes to wedding cakes of the moment you can't go past being nearly naked or, even better, completely naked. The trend for rustic cakes with barely-there icing shows no signs of fading from popularity and is one of the favourite choices for brides around the country who don't want a traditional white, tiered cake.

Decorated with fruit, berries, fresh flowers and greenery, the cakes set a casual and intimate mood.

"We get so many orders for naked or nearly naked cakes," says Lisa Pijper of Jordan Rondel's The Caker in Auckland.

"Another trend is for the cake banquet, where there is a smaller tiered cake as a centrepiece with a selection of other cakes or cupcakes surrounding it so that it all combines to become a showpiece. It offers people a lot more flexibility and can be easier to serve."

The Caker uses cream cheese icings with no artificial colouring so has not had requests for the darker, moody blue and purple icings that are becoming on trend overseas, although chocolate icing is extremely popular.

"Dark chocolate ganache icing is a favourite and it can look so elegant decorated with red roses. People are definitely very open to new ideas and trying something a bit different."

In America and the UK wedding cakes featuring hand-painted icing finishes are in vogue and it seems that Kiwis are becoming increasingly captivated by some of the unique icing effects.



"The rustic look is still very popular but watercolour icings are very trendy and so is marbled icing," says Angela Copperton of Sweet Bites in Henderson, Auckland. "We also get quite a few requests for cakes with edible sequins and beaded effects and gold or silver-painted finishes are also popular."

The watercolour icings rely on lots of blending and careful placement of colours to be effective and pops of colour are added with fresh flowers or coloured garnishes.

Angela says that they've also seen an increase in orders for geometric-shaped tiered cakes. The classic ivory or white, tiered cakes are still very much in demand, although Sweet Bites also offers very distinctive cakes that reflect the couple's interests and personalities.

Wellington Weddings is a site that gives brides a variety of options for sourcing everything from venues and photographers to catering and dresses. Felicity Newbury posts that their on-track offerings that are gaining traction are the geode-inspired cakes which have become fashionable in America.

The cakes are decorated with a special effect using rock candy, granulated sugar and metallic colours to resemble a quartz crystal seam, splitting open one side of the cake.

Metallic finishes, geometric shapes and watercolour cakes are also right on the button along with – you guessed it – naked or nearly naked cakes.



Photo courtesy of Jordan Rondel, The Caker.



Fleur Vaughan of Fleur's Designer Cakes in Christchurch says drip cakes and naked or nearly-naked cakes are still the go-to option for those wanting something on trend.

"It's a mixed bag in terms of what people want," she says. "However we still get many requests for traditional, extremely elegant tiered cakes that are a showpiece."

Watercolour, marbled and metallic effects have not made much of an impact there yet. "We're a bit behind the overseas trends here," she says laughing.

So what are the latest inspired looks for wedding cakes in America and the UK? Here are some of the top trends:



Top trends

Dark icings: Think moody blues and purples with touches of gold or silver adding stylised glamour.

Fabric effects: Eyelid and lace icing effects, ruffles and beading are all in vogue. The impact relies on texture with light hues rather than colour with lots of contrast.

Geometric: This is a popular trend that embraces everything from the shape of the cake to the icing effects that favour squares, chevrons or stripes with a simple colour palette highlighting the design.

Hand-painted cakes: Watercolour, marbled and stained glass effects are just a few of the choices that are becoming very popular. Customised creations featuring dreamy Impressionistic flower-scapes are capturing the imaginations of lots of customers too.

All that glitters: Gold, gold and more gold is making an impact. Some cakes feature sheets of edible gold leaf which is difficult to work with (and very expensive) but Grecian-inspired gold garlands and wreaths of foliage, and designs that feature a

tracery of glitter are also on trend.

Shabby/chic: Chalky, mixed-up icing effects with imperfect edges and textures help to create a look inspired by the industrial overtones that are often a feature of modern interior design.

Emoji messages: On the cutesy side, messaging has crossed over into some quirky cake designs which incorporate emojis and text or twitter-style messages helping to convey the mood of the happy couple.

Going green: We've seen lots of real flowers featured on cakes in recent years but swathes of greenery, moss or bark bases for the cakes to rest on and woodland effects are gaining traction.

Cake banquets: Why have one cake when you can have many? Most banquets are a centrepiece of the venue and often feature a modest-sized tiered cake with a selection of different cakes or cupcakes arranged around it. This idea has also extended into creations such as tiered macaron cakes, stacked doughnuts with fancy fillings and icing, and even cake pops.

And – you guessed it – **naked or nearly naked** cakes: Nearly naked cakes have a smear of icing that highlights the structure of the stacked cakes.

Naked cakes have no icing in preference to an emphasis on the filling between the layers. Decorations include fresh flowers, berries, fruit and greenery.



Daily Bread

Sarah Beresford samples a new



Visiting New Zealand was not on Patrick Welzenbach's wish list. He was happy living half a world away in Germany where he worked as a baker, but his wife was keen to have a holiday here.

"When we decided to visit I thought I would check out the style of bakeries you have here. I contacted a few and went to see how they operated and the feedback after I'd done an hour or so work was along the lines of 'You can't leave, you have to stay; we need you,'" he recalls, laughing.

That was three years ago. After offers of work Patrick decided to stay on in New Zealand as his wife loved it here. He worked in a number of bakeries getting acquainted with the Kiwi style of baking, including Pandoro to get some experience working in a high-volume environment that still produced quality baked goods.

Unlike his decision to live in New Zealand the fact that Patrick has chosen to be a baker is not a coincidence. He comes from a family with a 600-year-old baking tradition. "We could have been bakers for longer than that, but that's as far back as records of my family tree go."

Patrick has inherited his family's flair for producing high-quality baked goods and is using it to good effect wowing Point Chevalier locals at his new bakery, Daily Bread.

He is a partner in the venture with Tom Hishon, executive chef at Orphan's Kitchen, a Ponsonby restaurant, and the restaurant's manager Josh Helm.

It took the trio more than a year to find the site for the bakery in the old ASB building in trendy Point Chevalier.

"I became friends with Tom and Josh and they asked me if I'd like to go into business with them. When I first saw the building inside I couldn't imagine it ever working as a bakery but it's turned out to be perfect."

The stately building features lofty ceilings, grand windows and an extensive footprint. This allows plenty of space for the long L-shaped counter and display cases of baked goods and racks of bread as well as treating customers to the intimate experience of watching the whole process.

The open-plan bakery allows customers to see dough being mixed, bread popped in ovens and pastries glazed – and delight in the wonderful aromas too.

The Orphan's Kitchen philosophy of using only New Zealand-produced, organic ingredients is a big driver at Daily Bread too. The flour is sourced from Milmore Downs in Canterbury.

"It's certified organic and spray free which is very important," says Patrick.

A change of style

"I come from a very long tradition of German baking but I have had to change my style a bit," says Patrick. "We use a lot of rye in Germany whereas more white flour is used in baked goods

feast for the senses in Point Chevalier.



here. I have had to adjust my skills a bit but that has been a good experience – I've enjoyed the challenge."

Still, Patrick makes his cheese buns using his grandfather's special recipe and much of the bakery equipment was imported from Germany.

"We brought in the Miwe ovens and I also imported the Fortuna bun divider. It was my grandfather's and it's very good. It's over 50 years old and it'll probably be good for at least another 200."

Patrick is helped at Daily Bread by three other bakers and two pastry chefs and says the focus for the team is to constantly achieve the highest standards in whatever they are baking. As well as croissants, doughnuts, danishes and pretzels, the shop sells their specialty breads – seeded, spelt, fermented oat and sprouted lentil loaves are a favourite with customers who also queue for sandwiches or toast.

The filling choices reflect the distinctive flair for flavours that has been Tom Hishon's calling card at Orphan's Kitchen. Customers can choose the kind of bread they want and build

their own fillings from an inventive selection of meats, fish, cheeses, vegetables, spreads and pickles.

Tom's skill takes sandwiches to a whole new level – try the carrot kim chi and pumpkin seed butter on lentil loaf toast or the Reuben sandwich made from wagyu brisket salami, with gouda, kawakawa sauerkraut and mustard.

As with the baked goods, all ingredients used in the kitchen are sourced in New Zealand. "Using New Zealand ingredients adds a unique touch to our food," explains Tom. "When we first opened, people kept asking for almond croissants but all almonds here are imported so we make hazelnut croissants instead and people really love them."

The bakery offers breakfast options such as buckwheat, ginger and cardamom granola and salmon gravlax with horseradish cream cheese and dill on a poppy seed Kaiser bun – there is no run-of-the-mill fare here.

On the wall are some awards Patrick has won in the Farmers Mill Bake-off – best baguette in 2016, best rye in 2017 and best bread baker in New Zealand in 2017. "We could try for best bakery in 2018 but that would be hard as there are so many good bakeries in New Zealand," says Patrick with a laugh.

Daily Bread, 1210 Great North Rd, Point Chevalier, Auckland.



Artisan German bakery Brezelmania

From tennis pro to bakery supremo: Cheryl Norrie speaks to Tony Parun, the managing director of Brezelmania, who has switched from serving aces to serving up baked delights.

After a high flying career as a professional tennis player and coach Tony Parun is the first to admit that setting up a German bakery back home in Wellington was one strange kind of career shift.

Tony, the brother of former New Zealand tennis number one Onny Parun, travelled the world for seven years playing tennis. When an ankle injury put paid to his playing career, he became a tennis coach in Germany.

It wasn't until he moved back to New Zealand in 1998 that a new career beckoned. It happened quite by chance when a visiting German friend, Walter Hammelehle, fell in love with New Zealand and decided to set up a bakery here to produce brezels, a soft pretzel which is the symbol of a bakery in Germany.

Convinced of the plan's merits, Tony went into the business with Walter and two other German partners in 2001.

"We had a factory in Waione Street (in Seaview, near Petone) and we were making only brezels and selling to supermarkets, but at that stage in the New Zealand economy, it was just a bit of a disaster, to put it mildly," he says.

It was such a struggle that his three partners pulled out, leaving Tony and wife Maureen to try and make a go of it on their own.

"We realised that we had to come up with different products, so we decided to go the full German bakery, producing German breads and sourdoughs and obviously croissants and Danishes. "I saw that as the only way to stop us going under, basically."

Fast forward 16 years and Brezelmania is now one of Wellington's biggest wholesale bakeries supplying food group giants Compass, Delaware North and Spotless. The company's products are found in the David Jones Café, at the airport, in the InterContinental Hotel and at Mojo cafes.

The company also sells direct to the public from its three shops – in Kelburn, Kilbirnie and Petone – and through food mecca Moore Wilson's.

It has been a steep learning curve for the Paruns, neither of

whom had any baking experience. Their only link to the industry was through Maureen's Dad, Tom Roach, who had been a baker in Shannon.

"We had in the beginning some very rocky periods, unfortunately. It was very very hard work."

Tony says his experience in the fiercely competitive tennis world helped him persevere with the bakery when times were tough.



Maureen and Tony Parun in their little Kelburn shop.

"I suppose I am a fighter. I like to win, and I think that's really what carried us through the bad times. I just basically refused to give up."

The business now employs more than 50 staff, about 20 of whom work in the factory.

Tony says their traditional German sourdough and rye breads are one of their most popular products, with Kiwis recognising, he says, that they are top

quality breads.

"They are very long lasting and they taste great."

His personal favourite is their schwarzwald black forest bread, a sourdough rye bread. For retail customers, the bakery's Berliner donuts, filled with vanilla cream or raspberry jam, are a popular choice.

"They are very fluffy, they are not like a New Zealand donut. They are a lot lighter."

And while it might have taken a while, it seems Kiwis have also warmed to brezels.

"In the beginning they didn't sell well, but I believe New Zealanders have travelled so much now in the world that they obviously saw brezels in Germany because you can't miss them. They are everywhere. And it's now a very popular product for us."

The bakery has continued to have a strong European influence, with customers often served in the shops by German staff on working holidays. But there's also room for that most traditional of Kiwi bakery products, the meat pie.

"We're a German bakery in New Zealand. So obviously you have to cater to the local market," he explains. Tony's own heritage is Croatian on his father's side and Australian on his Mum's side, but he retains strong ties to Germany.

All three of his children were born and raised there and Tony speaks fluent German, albeit with a bit of a Kiwi accent, he thinks. "We go to Germany virtually every year and we see what's on the market."

Brezelmania recently moved its bakery from its former premises in Seaview, into a 1,600 square metre former Foodstuffs building in Jackson Street, Petone.

It's been a good move, Tony says. The building has food-grade floors and so many walk-in chillers that one has now been repurposed for general storage.

The building is equipped with high quality European machinery, including a brezel machine which turns out long sticks of brezel dough ready for bakery staff to form it into the traditional knot shape.

"It's a great machine because it is incredibly consistent, so they all come out the same and then you need a human to twirl it together. It is quite labour intensive."

There's also a Werner and Pfleiderer bread roll machine, the Rolls Royce of German bakery equipment, Tony says. The machine can form 4,000 bread rolls an hour, although Brezelmania produces a slightly more modest 1,300 an hour.

Three ovens have been imported from Europe, two from France and one from Sweden.

"One of the (important) things in modern bakery is being able to have the right equipment to produce the right product. And the knowledge how to use them, obviously."

The company is open to training apprentices, and Tony is proud that one of their young bakers has just completed his apprenticeship.

"He has stayed with us the whole time, five years, so it is very good. We are very proud of that. We hope that we have set him off on the right way."

The Paruns remain very much hands-on proprietors. During our interview at Brezelmania's Petone factory, Tony's phone rings. Te Papa is in urgent need of more pies. He'll deliver them himself, he says, and promises to be there within the hour.

"It's always a lot of pressure ... it's not an easy game, the food business." With the Paruns now 68 years old, they are preparing to welcome their son into the business. Anthony, who is himself a tennis trainer in Germany and has a degree in business administration, plans to move to New Zealand in September.

For now, he is visiting bakeries in Germany to gather inspiration. "He is always on FaceTime and WhatsApp, all the modern technology, sending us ideas all the time."

Tony believes it will herald a new era for the business. "You always need young, fresh blood ... I think he is definitely going to come with some new ideas and a new approach."

To contact Brezelmania email orders@brezelmania.co.nz or phone (04) 566 2108.

A recipe from Brezelmania



Schwarzwaldter (Black Forest Bread)

7.000	kg	Rye Flour
3.250	kg	Strong White Flour
0.300	g	Salt
0.200	g	Improver
0.050	g	Gluten
0.036	g	Dark Malt
0.150	g	Compressed Yeast
0.500	g	White Starter
3.200	kg	Rye Starter
6.500	L	Water

Place all Ingredients into dough mixing bowl and mix on slow speed for 7 mins and 2 mins on fast.

Rest dough for 3-5 mins and scale at 600 grams. Mould and shape, cover and rest for another 3-5 minutes.

Re-mould and shape and place onto tray and then into the proofer. Once proofed, bake in deck oven at 230°C for 35-40 minutes.

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Bernie does Belgium (and

by David Tossman



In January this year, well-known Timaru baker Bernie Sugrue (and BIANZ executive member) took a trip around Europe, looking at the latest bakery equipment at a trade fair and visiting suppliers.

First stop was at in Rimini, a small city on the Adriatic coast of Italy. It was midwinter. "It's a spectacularly beautiful place in summer, but a very cold, quiet little place in winter," says Bernie.

But Bernie had no intention of taking in the views or soaking in the sun: this was business. The attraction was Sigep, an annual bakery and confectionary trade show "more for the bread barons and the bigger plants every second year," says Bernie, "and more for pizza and galato type people this year. It's big, with more than 1500 exhibitors.

"I love going to the shows," says Bernie. "My body doesn't – walking slowly around, stopping at every stand having a bit of a chat – trying to express ideas in simple English to someone that may be not that fluent – can be quite challenging. But you learn so much.

"It's like that even at the BIANZ shows – it's just you're brainstorming, you're talking to other people. That's where you gain your knowledge."

Alignment

Bernie has aligned himself with Brook Food Processing Equipment, a UK company that specialises in new and second-hand machines.

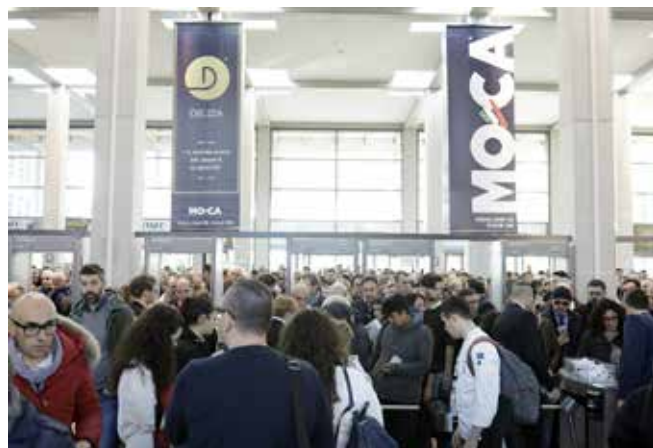
He is keen on finding opportunities for the equipment in both his own bakery and others. "I think that if we want to be competitive in a market, we just need to explore and use as much technology as we can in our businesses."

"Some of this equipment that's, even if it's 10 or 15 years old, you can get for some very good prices and it's all we need in New Zealand. We don't have to buy new stuff. There's some really good second-hand equipment coming out of the UK."

Bernie gives a couple of examples. "One of the UK supermarket chains decided they weren't going to be slicing bread anymore. So Brook manager Steve Wells bid for their bread slicers but he had to take all 1000 of them.

"The other day a supermarket chain changed some ovens. Steve got 600 beautiful Mono four deck ovens but he had to buy 600 of them.

"Well, those numbers just blow us away in New Zealand, but supermarket bakery equipment in general gets serviced and



looked after very well. So that's what I'm going to be hopefully offering in the future, utilising Brook's buying power and the fact that they're now 50 per cent shareholders in my company in New Zealand." Bernie himself is buying too. "I've just had a big Bertuetti bread plant arrive. That's going to be commissioned in the next few weeks."

"Bertuetti customised this gear for me," Bernie says. This plant will take bread dough up to 90 per cent hydration rate. A lot of bread you make only takes 60 per cent water and that's just sticky enough for the machines that we operate. This special machine is made to do doughs that have got up to 90 per cent

elsewhere)



Bernie Sugrue (centre) at Brownings Bakery in Scotland.

water.

"It goes through a stress-free divider so it doesn't knock the air out of the dough. It's a complete different make up line to what we get over here. But Italy is known for its high hydration doughs, like their ciabattas, things like that."

Bernie's bakery in Timaru is known for its McGregors' and its May's mutton pies. Both brands have a long history and loyal following in the region.

The McGregors is made with black pepper and with the filling raw in the pie while the May's pie has white pepper and is filled with cooked meat. The pastry is the same for both brands, made with a scalded dough.

The Scottish tradition inherent in these pies led Bernie to Scotland and a bakery there, Brownings the Bakers in Kilmarnock, turning out 30,000 pies a day. Brownings were named Bakery of the Year at the Scottish Independent Retail Awards in 2017.

There's no mistaking British meat pies for their southern hemisphere counterparts: taller and fuller, and no doubt a little harder on the pocket thus a little less popular overall. That said, with a UK population of close on 66 million you don't need to corner a huge percentage of the market to be a huge bakery by New Zealand standards. Bernie also went to Belgium, to Rofco, a family company making small baking ovens with chamotte brick soles for home bread bakers and smaller businesses.

They also make dough kneaders and grain mills. "The ovens are 10 or 15 amp, single phase," says Bernie. Yet another of Bernie's ideas, based on what he saw at Rofco and in Scotland, "is to do training classes on something like a sourdough bread. People come in and learn how to make a loaf of bread or so in these stone ovens."

Bernie Sugrue, as anyone who knows him will tell you, is never short of ideas and enthusiasm. Visiting suppliers and bakers overseas seems to be a vital part of what sustains that spirit.

There's an opportunity this year for many New Zealand bakers to do likewise at and around IBA in Munich. See the BIANZ website for more information.

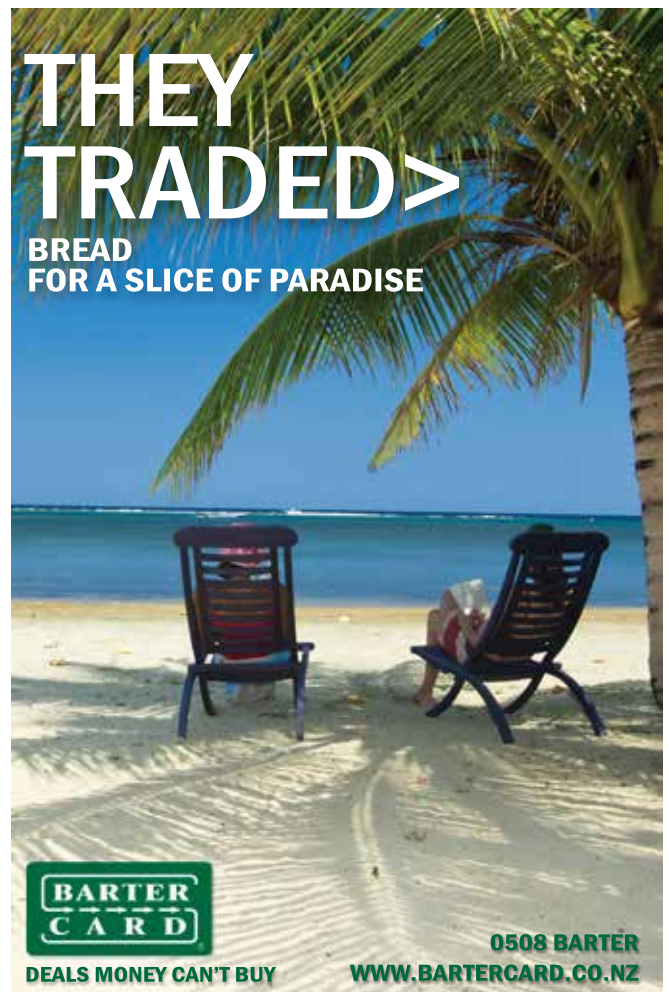


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Little Seeds Bakery

From little seeds a bakery grows

by Cheryl Norrie

Photos by Hadleigh Blake



The discovery sent novice baker Hamish on a quest to develop his own recipe for buckwheat bread – and led to him setting up his own business, the Little Seeds Bakery.

Last month he began selling small batches of bread at the Thorndon Farmers' Market in Wellington.

The bread takes three days to produce, with the buckwheat seeds first soaked in buckets in a mixture of water, apple cider vinegar and salt, to make them easier to digest.

Buckwheat is the main ingredient, with psyllium seed husks used as a binding agent and whole sesame, sunflower and pumpkin seeds added to the dough for taste, appearance and nutritional benefits.

The resulting loaves are gluten-free, dairy-free, yeast-free, sugar-free, vegan, organic and suitable for those on Paleo diets.

"I do little batches of nine loaves at a time, and it is really simple. I need a blender and a mixer and that's about it really."

Hamish's eight flatmates have been eating the fruits of his experiments for about six months, and are still enjoying the bread, which he sees as a good sign.

"They all love eating the bread and we have been eating 11 loaves a week – so we eat a lot of it."

Hamish combines working in his bakery with a part-time job at Commonsense, the organics store in Lower Hutt, where he's met others

also looking for digestion-friendly food alternatives.

"A lot of the inspiration and motivation for the bread market stall has come through conversations with such people."

Little Seeds Bakery is Hamish's first business venture, and he says it has been a challenge setting up from scratch.

There is a lot to learn in terms of even just getting council registration and figuring out what equipment to get and where to get it from ... it's all new to me."

It was a surprise encounter with a buckwheat loaf at a permaculture course which persuaded Hamish Macdonald that perhaps he could find a bread he could enjoy.

Hamish had been avoiding eating bread for years, after discovering through an exclusion diet that it was likely contributing to his digestive problems.

But the loaf made from the seeds of buckwheat, a relative of the rhubarb plant, was easy to digest. It even, he says, looked vaguely like regular bread.

He says having supportive friends and family has helped him to persevere.

"I wouldn't feel inspired to do it without support. It does take a lot of work, but for me it is something that is exciting and something that I want to be doing so I have no trouble getting out of bed early and getting cracking."

Among his support crew is sister Briegie Young who is helping out at his market stall. Having her on board has made it much more fun, he says.

"I think I would have felt a little bit overwhelmed behind the counter by myself, so it's been really nice."

Hamish brings two varieties of bread to sell at the market, an original seed bread and a turmeric loaf, which has turmeric and pepper added to the basic recipe.

"I imagine in the future if it all works out, and it is financially viable, then we can start to think about adding another loaf."

For now, he plans to keep baking bread on Fridays and bringing it to the market on Saturdays.

"We would love to get to about 100 loaves a week. That would make it worth our while."

*Little Seeds Bakery can be found at the Thorndon Farmers' Market in Hill Street, Wellington most Saturday mornings.
Email: littleseedsbakery@gmail.com.*



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Getting out for fun and profit

David Tossman investigates the tricks and traps of the trade when selling a small business.

A recent survey by accounting software company Xero found that 10 per cent of business owners would like to retire in the next year.

Statistics New Zealand numbers suggest up to a quarter could leave their business within 10 years. Hardly any of those business owners have a succession plan, which means:

- they're unlikely to get the best sale price for their business
- their standard of living in retirement may suffer as a result
- the buyer may have a harder time making the business succeed.

Business brokers of course recommend engaging a reputable business broker and/or an accountant for this process. There is no doubt that their advice and help can add enormous value and make sure you avoid some costly mistakes.

Get one (or both) and keep them close: an accountant to ensure your books are ready for close inspection and a broker to handle the negotiation stage.

Business owners on their own can often be overwhelmed by not only the practical challenges but by the emotional impact of what is often a major life event.

I spoke first with **Belinda Wotton** of ABC Business Sales. She broke the challenge into seven steps:

- Employ a qualified external accountant to produce financial statements. A buyer can then trust that the published accounts are true and correct
- Record all basic processes and systems so a new owner can easily takeover and pick up where you left off
- Understand where your revenue comes from, who buys from you and why, and be able to explain this in simple terms to a prospective buyer
- Keep clean discrete books for each business or site. Don't combine different business operations so each proposition is easy to understand. Put all sales through the till and all wages through PAYE. Taking cash out of a business is not only illegal, it devalues the business when you come to sell
- As much as possible try and extract yourself from the day to day operations. It is helpful to be able to demonstrate that the business is not solely reliant on you for its success

- Sell your business when it is tracking upwards not sliding backwards. If your turnover is down on last year, work hard to get it back to where it should be before putting it on the market
- Finally, employ a good Business Broker who understands your industry. Negotiating directly with buyers is hard work, time-consuming and a distraction for you from your core business, so leave it to the experts!

Brendon Trass is a business advisor, a chartered accountant and a director at Pocock Tong Trass Chartered Accountants in Wellington. His advice parallels that of Belinda Wotton.

"Step one," says Brendon Trass, "is to ensure you have the right advisors (accountants, financial advisors, lawyers, brokers) in place from the get-go. Making big decisions without the right advice can often lead to a mess and you will inevitably need those advisors to unravel later which, more often than not, is more difficult and more expensive!"

Years ahead

Selling your business should be planned for several years ahead. During this time Brendon Trass suggests you think of ways to maximise your business' profitability well in advance.

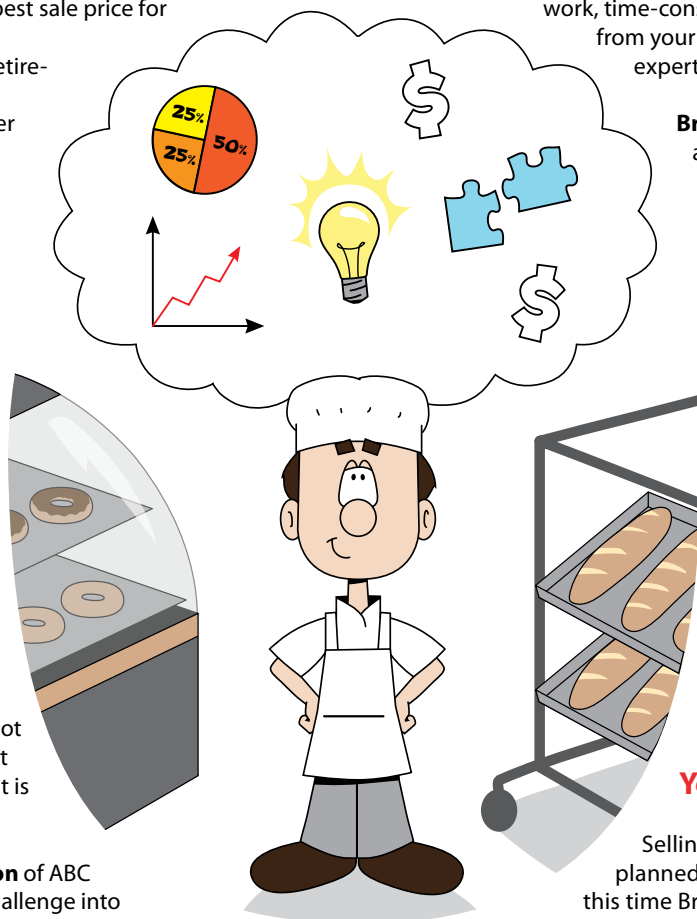
Your profits should show in the books, not in your pocket.

"Try to remove any unnecessary 'personal' expenses that are reducing profit, for example entertainment and vehicle costs," says Brendon Trass, "or at least keep a full record of these so that you can continue to claim them for tax purposes but can easily identify and remove them for valuation purposes."

"Ideally you would aim to have a full 12 months of demonstrably higher earnings to show to potential purchasers, which of course pushes up the value of the business."

Remove yourself

Part of the preparation for sale is ensuring that you, personally, are not too vital to the business' success. If it appears that your customers are loyal to you personally and not the business then that would be very unattractive to purchase.



A proper focus on the books is of course central for Brendon Trass. "Spend additional time analysing your forecasts and budgets to ensure they are accurate and realistic," he says.

"These figures are ultimately what the purchaser is hoping to buy into and if you inflate these it will soon come unstuck in the due diligence process and make you appear somewhat amateur which can be off-putting to potential purchasers."

Simplify and separate

"Ensure you have the right structures in place before you begin marketing the business. For example," says Brendon Trass, "sometimes a company operates the business but also owns the premises.

"If you sell the business but retain the premises then the capital gain on the business sale can be trapped in the company. In other words the owner or shareholders can't withdraw the gain tax-free until the company is liquidated."

Brendon Trass urges sellers to separate out any 'personal' assets from the business. "Consider any depreciation recovery issues that may arise on the sale," says Brendon. "Some fixed assets need to be assessed on an asset-by-asset basis."

Brendon points to a current client as an example of the need to separate things out.

"This client has a bakery but also a rental property and a vineyard in the same entity that owns the bakery, so it makes life quite difficult when it comes to selling the bakery: you can't sell the company, you have to do a business sale as opposed to a company sale.

"Getting your ducks in a row and making it attractive to a buyer is quite important."

The building trap and the tax curveball

Because buildings haven't been depreciated since 2011, some people forget that they may have claimed a significant amount of depreciation prior to 2011 that may be recovered on sale.

"For long-standing businesses this can create a large unexpected tax bill on the sale of the building.

"Consider any employee costs, holiday pay, etc that may arise on sale. Consider also any GST implications on the sale transactions – what may be zero-rated and what may be taxable.

"In simple terms," concludes Brendon Trass, "there are numerous areas that can throw up a tax or accounting curveball and the most important way to address these is mentioned in my first point – surround yourself with your most trusted advisors as early as possible."

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A genuine passion

Monique Balvert-O'Connor talks to Bakels man Kevin Marshall

It was the doughnuts that made him do it!

As a 14-year-old, Kevin Marshall started a holiday/before-school job at Hawkes Bay's Greenmeadows Home Cookery where his responsibility was making doughnuts. From there he was hooked. Not even the 5am starts could put him off.

qualified baker as the company is a market leader in pastry and bakery ingredients. His job covers the central North Island and he's been with the company for 28 years.

"I like it... just a bit," he smiles.



He liked the industry right from the start – and the industry stopped to take note of him early on. As a school leaver he was offered an apprenticeship at Santa Maria Cake Kitchen in Napier and ended up as top New Zealand apprentice in baking practical. By then, he quips, he'd moved on a little from baking doughnuts.

The Hawkes Bay remained his base for a little longer with a job at Barnes Bakery. Working under top New Zealand baker Peter Barnes, making top quality produce, was an early career highlight, he says.

Kevin enjoyed two stints with Barnes Bakery – with a break in between including overseas travel. He became foreman in one of the company's branches when still in his early twenties.

It's unlikely he was too formidable a foreman as about 30 years later he remains good friends with many of the people he worked with there. That's important to this man who emphasises the New Zealand baking industry includes many very good people.

He'll happily rattle off quite a list of "exceptional bosses and colleagues" as cases in point.

One of them is a man named Paul Hansen, from NZ Bakels, who came calling in 1987.

"He set me up with an overseas position, in Melbourne, working for Australia's largest retail bakery called Ferguson Plarre Bakehouses. Ralph Plarre was another brilliant employer, and the company is still going today with his boys running the show."

It was a time of top quality Danish pastries and savoury lines – "amazing food".

Plarre Bakehouse was Kevin's base for about four years, although he enjoyed a three-month secondment to Birds Bakery in Derby, England. Pork pies and pastries were on the work menu for Kevin during his time with what was then England's largest retail bakery.

Australia and England were good, but New Zealand was better, and in 1990 Bakels secured him a position in Tauranga and he's been there ever since. Trips to Auckland were initially required twice every year – now he heads up country once a month.

The concept of becoming a panel beater was abandoned and Kevin set his sights on the tastier option – a baker's apprenticeship.

More than 30 years on and Kevin has no regrets. His career path has been solidly focused on the baking industry. Today Kevin, who lives on the outskirts of Tauranga, works as Bakels NZ northern area bakery advisor. It's a comfortable fit for this

Photo by Romani Harrison

"I loved the area and the customers right from the start. I was fortunate enough to have Paul Hansen as my boss and mentor when I first came to Tauranga. We had – and still have – a great team of like-minded people who work hard and play hard and know about the qualities of honesty and integrity," Kevin says.

Initially Kevin's job title was bakery advisor, and he moved to his area manager's position 15 years ago.

"When on the road demonstrating our baking ingredients, I visit a variety of places – from huge pastry manufacturers and major supermarket chains, to restaurants and cafes and craft bakeries. I'm constantly using my baking skills as I introduce product or help improve existing quality.

"I love the hands-on, innovative, and value-adding aspects to my job."

The late 1990s was a significant time for Bakels NZ, Kevin remembers, as the company bought out Abels, which was a large pastry manufacturing operation. This opened doors for Bakels NZ, including taking on the annual Supreme Pie competition – described by Kevin as the biggest event on the bakery calendar. Multi-award winner Patrick Lam, of Patrick's Pie Group, has become one of Kevin's close friends.

At his Te Puna home, Kevin – who has four teenagers – is king of the kitchen. He's been a solo dad for seven years so says it's helpful he knows his way around the feeding hub.

At home he'll bake samples – new product to take to his customers to try. It's not part of his job description, but it's part of the Kevin service. So is rolling up his sleeves during Easter's hot cross bun baking rush. Twelve to 15-hour days will be clocked up by bakers and Kevin's in the thick of it.

For his family he'll whip up muffins, slices and chocolate brownies – the latter is a family favourite. He'll cook anything, but especially likes Asian food.

Despite his capabilities the kitchen is not tops on his "happy place" list. The tennis court holds that lofty honour. He plays competitive tennis and coaches tennis, table tennis and soccer.

Looking back, he says neither of his parents were particularly smitten with baking, although his mother was a good cook. The impetus to take up that schoolboy bakery job was because it appeared a better option than working on a milk run.

Looking forward, he intends to see his career out with NZ Bakels.

"I have a genuine passion for quality, for the baking industry and its people. That's fulfilled within the Bakels family."

For young people considering following in Kevin's footsteps: NZ Bakels is keen to hear from those interested in a baker's apprenticeship. Two years of free training is being offered by the New Zealand government.

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Should you need any help please don't hesitate to call Teghan on 027 22 55 185 or email teghan@bianz.co.nz

Apple and feijoa crumble

by Asher Regan



Apples and feijoas make the most amazing filling for this crumble and with feijoa season about to kick off we thought this recipe would go down a treat.

The feijoas in this dish can be sliced skins and all, which greatly reduces wastage and saves a lot of time. We think you and your customers will find this crumble absolutely delicious.

For more tips and ideas check more of our recipes at www.heartfoundation.org.nz/recipes

10 serves

Ingredients

Fruit filling

Peeled and diced apples	1 kg
Sliced feijoas	750 g

Crumble

Rolled oats	150 g
Cornflakes	15 g
Raw nuts, except peanuts	40 g
Raisins	40 g
Dates, dried	125 g
Wholemeal flour	250 g
Baking powder	10 g
Eggs	2
Vegetable oil	50 ml

Method

Fruit filling

Place apples and feijoas in a pot with the lid on and cook over a low heat until soft.

Crumble

Put all ingredients into a food processor and blend until it resembles coarse breadcrumbs.

Baking

1. Heat oven to 175°C.
2. Place fruit in the bottom of an ovenproof dish.
3. Sprinkle crumble mixture over the top.
4. Bake for approximately 20 minutes or until hot through and brown on top.



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RECIPE: CIABATTA LOAVES

INGREDIENTS

Group 1

Maximus Flour - 2150 g
Mauri Ciabatta Concentrate - 110 g
Prime Dry Yeast 30 g
(or Pinnacle Fresh Yeast) (60g)
Water 1500 g

Group 2

Water 250 g

METHOD

1. Place Group 1 into a spiral mixer. Mix for 2 minutes on slow, followed by 4 minutes on fast.
2. Add Group 2 water in small amounts while continuing to mix on fast. Keep mixing until all water is incorporated, approximately another 4 minutes.
3. Place the dough into an oiled plastic dough container. Book fold the dough, turn and book fold again. Allow to bulk ferment with the lid on for 30 minutes.
4. Book fold the dough, turn and book fold again. Dust with flour and press down the dough so that the bottom of the container is covered. Bulk ferment for another 30 minutes.
5. Tip out the dough onto a flour dusted bench, scale and lightly mould. Allow to rest for another 20 - 30 minutes.
6. Bake for 30 minutes at 220°C with 10 seconds steam. After 20 minutes open the damper / vent.

**Baking times will vary depending on the oven.
The times above are for 400g loaves in a deck oven.**

**To achieve a more open structure, increase the
bulk fermenting times to 1 hour, in steps 3 and 4.**

TARGET DOUGH TEMPERATURE FOR 1 HOUR BULK FERMENTATION

28°C - 30°C

DOUGH WEIGHT

4040g (using dry yeast)

YIELD @400g

10 loaves

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Chocolate Brownie

Makes: 15

300 g	butter
400 g	dark chocolate
400 g	Chelsea Soft Brown Sugar
15 g	cocoa powder
10 ml	vanilla essence
6	eggs
240 g	self-raising flour
3 g	salt

Method

Preheat oven to 180°C bake. Line a 34cm x 23cm x 5cm baking tin with baking paper.

Melt butter and chocolate in a large bowl set over a saucepan of simmering water, stirring until smooth and glossy. Add the **Chelsea Soft Brown Sugar**, cocoa and vanilla. Stir to combine.

Add the eggs one at a time, beating well after each addition. Mix in the flour and salt until combined.

Pour into the prepared tin and bake for 35-40 minutes - the brownie should still be fudgy and moist. Allow to cool in the tin before cutting. Note: the brownie is easier to cut when chilled.

Variations

- **Gluten Free:** Replace self-raising flour with gluten free self-raising flour. Ensure chocolate is gluten free.
- **Cranberry and White Chocolate:** Stir 100g dried cranberries and 150g chopped white chocolate into the brownie mixture before baking.
- **Peanut Butter:** Heat 120g peanut butter to soften then swirl into the brownie mixture before baking.

Nutrition

Contains gluten (wheat), dairy and eggs.

Service

Brownie keeps well for several days stored in an airtight container. Serve dusted with icing sugar or cocoa powder, with a generous dollop of whipped cream.

TOTAL COST*	\$10.98
COST PER PORTION	\$0.73
GROSS PROFIT %	70%
SALES TAX %	15%
MIN. SELLING PRICE (per portion)	\$2.81

*Cost based on average wholesale prices February 2018



How to bake...

Fruit & Honey Delight Bread

INGREDIENTS

Starter:

Farmers Mill Summit or Pioneer Flour	2.500kg
DCL Dried Yeast	10g
Water	1.250kg

Dough:

Farmers Mill Summit or Pioneer Flour	2.500kg
Water	2.500kg
DCL Dried Yeast	20g
Salt	100g
Maxi Improver	25g
Dried Fruits	1.000kg

(For this recipe we used dried apricots 400g, dried blueberries 100g, dried cranberries 300g, sultanas 300g)

Starter dough make the day before production leave for 24 hours. Next day add the dough and starter together and mix on speed 1 for 1 minute, then speed 2 for 15 minutes (or until dough is developed/silky) adding the water in 2 lots for premium dough development. Gently add the fruit to the dough mixing on speed 1 for 30 seconds. Once the dough is mixed place in a well-oiled plastic container fold and cover. Repeat this 3 x at 30 minute intervals. Once the dough has at least doubled in size place it on a well-oiled bench and divide 500g for loaves, 100g for rolls. Rest for 15 minutes. Drizzle well with liquid honey and bake.

BAKING

Bake at 230°C - 3 minutes with steam the drop to 210°C - 12-15 minutes with steam.



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Recipe by Darryl Norris - Mobile 027 285 0046 For
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Chocolate Fudge Slice

Dark Truffle & Hazelnut



Recipe for a full tray

Base

Country Oven Chocolate

Fudge Slice Mix	4 000	g
Morah margarine or butter	800	g
Water	400	g

Topping

Bakels Hazelnut Truffle	1500	g
Bakels Dark Chocolate Truffle	1400	g
Hazelnut	400	g

1. Melt Morah or butter.
2. Place all ingredients into mixing bowl.
3. Mix with the paddle on low speed until well combined.
4. Press firmly into greased tray.
5. Bake at 190° C for 15–20 minutes.
6. Toast hazelnuts for more flavour (optional).
7. Soften the hazelnut truffle, spread on top of the base. Let set.
8. Melt the dark truffle, pour on top.
9. Chop the hazelnuts and sprinkle on top.



Bakels product codes:

3829: Country Oven Chocolate Fudge Slice Mix
5373: Bakels Hazelnut Truffle
5370: Bakels Chocolate Truffle
1575–60: Morah Continental

Russian Slice

Raspberry & White Mousse



Recipe for a full tray

Base

Sultanas	950	g
Butter	1	kg
Water	260	g
Bakels Russian Slice Mix	2	kg

Topping

Fruit-o-jam Gourmet Raspberry jam	1200	g
Bakels White Mousse Mix	480	g
Chilled water	720	g

1. Pre-soak sultanas in hot water and drain.
2. Melt butter.
3. Put all ingredients into bowl.
4. Mix for 1 minute on low speed.
5. Scrape down and mix a further 2 minutes.
6. Spread on baking tray.
7. Bake at 190°C for 20–25 min.
8. Spread jam on top of base.

To make the mousse:

Whisk together the **Bakels White Mousse Mix** and the water on low speed for 1 min. Scrape down, then mix a further 5 min on high speed. Spread evenly on top of jam. Leave to set.

To make jelly top:

Mix 750g **Pettina Raspberry Dip** and 750g boiling water. Allow to cool down, pour on top of the mousse. Set in fridge.



Bakels products codes:

3830: Russian Slice Mix
5833-40: Fruit-o-jam Gourmet Raspberry
4148-30: Bakels White Mousse
4231: Pettina Raspberry Dip



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Make a gingerbread milkshake using Barker's Professional Gingerbread Shake Syrup and Tip Top vanilla ice cream. Garnish with Anchor cream, a chunky piece of gingerbread and slices of caramelised pears.

Gingerbread SHAKE



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BIANZ

- promotes the baking industry
- serves its members
- provides industry leadership.

Join and enjoy the many benefits.

Who should join BIANZ

- Owners and managers of wholesale and retail bakery-related businesses, 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 do 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 back page of Slice magazine for a list of partners.

Food Safety Programme

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

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

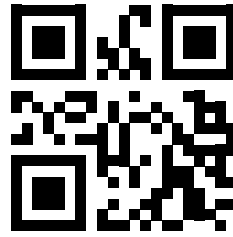
We assist in placing trainees, facilitate trainee entry into competitions and provide trainees with relevant industry information. BIANZ works closely with training providers and Competenz, the Industry Training Organisation, to recruit bakery trainees and ensure bakery qualifications remain relevant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

Health & Safety Programme






The BIANZ Workplace Management Programme is ACC approved and meets all legal requirements. It is easy to implement and can save you endless problems. This programme will qualify you for reduced ACC levies.



Visit our website
www.bianz.co.nz



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. **we are**

Join us

Complete the application form in Slice or online at

www.bianz.co.nz



Contact us

Freephone 0800 69 22 53
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Email admin@bianz.co.nz





Partners Directory

These companies support the BIANZ and its members as partners.
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