

slice

Issue 29, March 2016



from the Baking Industry Association
for cafés, caterers and bakeries



Sourdough buns take the prize

Vegan Tart finds a niche

Golden Crust evolves

**Boulangier at the
top of his game**

**Macedonian secrets kept
in Queenstown**

10 new recipes



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Contents

NATIONAL EXECUTIVE

President

Michael Gray 04 232 4233
michael@bianz.co.nz

Vice President

Thomas Thomas 04 296 1244
thomas@bianz.co.nz

Kevin Gilbert 03 455 7161
kevin@bianz.co.nz

Bosun Paki 09 274 7950
bosun@bianz.co.nz

Mark Saunders 03 3477 647
mark@bianz.co.nz

James Wilson 021 672 586
james@bianz.co.nz

Life Members

Gary Cameron Woodville
Graham Heaven Napier

Office

PO Box 29 265
Christchurch 8540 0800 NZBAKE
Email info@bianz.co.nz

Business Development Manager

Loretta Lee 027 22 55 185
loretta@bianz.co.nz

Members' Freeline 0800 NZBAKE
(0800 69 22 53)

Bakery Employers' Legal Helpline

McPhail Gibson & Zwart 03 365 2345

Magazine Editor

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

Advertising Manager

Diane Clayton 027 858 8881
Email diane@bianz.co.nz

Website www.bianz.co.nz

Advertisers and contributors –

Next booking deadline 1 April

Next material deadline 8 April



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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 President

MICHAEL GRAY KEEPS IN TOUCH



A new year decrees a new beginning, adopting new goals and new relationships.

This is certainly true for BIANZ as we welcome Loretta Lee, our new business development manager, to the team. Her fresh ideas and enthusiasm will help to lift BIANZ and ensure we are relevant and important to the way your business runs.

This year will be action-packed, with BIANZ set to attend Fine Food again and host the Bakery of the Year competition, the Apprentice of the Year competition – in a rejigged format with new sponsors – plus live bake-offs and our gala awards dinner.

The executive has also decided to embrace the new voting system utilising postal/electronic means. This system was made available as an option for the executive committee by vote at our AGM last year in Christchurch.

You will shortly receive correspondence about this and information on how to proceed.

We will also be completing an update of our website and, with


that and the new BIANZ app, you are sure to remain informed. If you haven't downloaded it yet, please go to your App Store and look for BIANZ (with the Gingy icon).

Stay informed, communicate with us on what you need and embrace BIANZ. There is so much we offer if you just choose to take advantage of it.

And good luck for a great 2016.

– Michael

Events calendar

What	When	Where
Bakels Supreme Pie Awards competition 	1 May–26 July	National
Apprentice of the Year competition – entries close	8 April	National
Fine Food, BIANZ Bakery of the Year Competition 	26 June	ASB Showgrounds Auckland
Cupcake Day 	15 August	National

Introducing Loretta Lee

The appointment of Loretta Lee as business development manager was announced by BIANZ president Michael Gray in January.

Before taking up the appointment, Loretta Lee worked as a digital marketer at ANZCO Foods New Zealand, one of the country's largest meat exporters.

Prior to that Loretta Lee owned a digital agency, E2 Digital, where she worked in human resources, finance, project management and client support.



"I'm enthusiastic about helping people to use digital marketing for networking, keeping up with the latest in business, and making their businesses successful," she says.

Loretta Lee's role with BIANZ will be to help members gain all the benefits of membership and ensure they have all the information they need to do so. "I will be continuously sourcing new membership benefits, including discounts.

"I will also update our website member's area to make it easier for members to find what they need," she says.

"What's next? Given the new laws coming into effect in March and April this year, I'm working closely with Ian Shaw, managing director of Food and Health Standards Ltd, to ensure smooth and easy implementation for our members' food safety and health and safety programmes.

"We offer a free initial discussion and consultation to ensure that people who take on these programmes are on track. "Please don't hesitate to contact me so we can get this sorted for you," says Loretta Lee.

From the Vice President

by **THOMAS THOMAS**



Easter is fast approaching. It is rather early this year and having two Easters in the same financial year makes the accounts look good.

The summer weather this year has been fantastic for family time but puts a lot of pressure on our refrigeration systems.

Do you get your fridges serviced regularly? We have just been through a major overhaul of our main walk-in chiller: a new fan motor and a new compressor, a rather costly exercise, largely due to the heat of summer and the motors working overtime.

It is vital to have a reliable technician to look after the gear. Fortunately we do, but he shares some stories with me about problem customers not paying on time so he is reluctant to rush to their aid when a fridge is not performing. This adds major costs for them in lost product and productivity.

Also finding a technician who does not charge an obscene amount for travel (appearance fee) and one who can fix

things rather than replacing parts (old school) is vital to the end invoice price. Most importantly I suggest you make sure your fridge motors are on a regular maintenance cycle.



New Members

We welcome

Marlow Pies
Gorgeous Food
Mark Dennien
Bens Buns

Associates

Food and Produce New Zealand Ltd
Ecowize Group

Timaru
Christchurch
Brisbane, Australia
Paraparaumu Beach



More than brownie points

In addition to her work as managing director of Nada Bakery, **Judith Gray** has served for a number of years on the board of Scots College, a large and highly regarded independent school in Wellington. She has found the experience beneficial in many ways.

Taking on work outside of your own business might seem unwise but, in my experience, outside board service offers far more than brownie points. It's a broadening experience for anyone, offering exposure to different leadership styles, corporate cultures, business models and community groups. It expands perspectives and extends your professional and personal network.

As a board member you review financial statements, make hiring/firing decisions for major executives, help raise or make money, build relationships and find solutions. You pursue stability in downturns and sustainability in upturns. Bottom line: you become part of the team responsible for the success of the organisation.

Being asked to join a board is a real sign of respect for your accomplishments and your company. It fills you with pride and excitement.

If you're smart, you'll figure out how to tie the outside work into your everyday work in some way. After a few years, dedicating time and energy to worthy causes just becomes part of who you are and what you do.

The other benefits:

Connections – You meet some fascinating people. Meetings, conferences, events, marketing initiatives, not to mention the actual work of the organisation, all open you up to new networks.

Credibility – When an organisation entrusts you with a position, it is a public endorsement of your value. It is also an affiliation you can be proud to share.

Recognition – Involvement on a board can result in exposure for your own company.

Training – Some organisations require that you do some sort of training or gain some sort of certification as part of your commitment.

Builds your skill set – Hones your current skills and teaches new skills that you can add to your resume.

Context – Boards give you a new level of appreciation for the different types of groups and people who go to make any society strong.

Impact – You'll help make a difference.

Builds social capital – This will give you that burst of professional and personal inspiration you may be looking for!

Gain different skill sets – Board service involves decision-making, facilitating group processes, governance, financial management, marketing and branding – all skills you can apply in your professional life.

news and views

Wedding cake makers fined

Oregon bakery owners who denied service to a same-sex couple paid \$135,000 last December in state-ordered damages after refusing to do so for nearly six months. Damages were awarded in July 2015 for emotional suffering caused by Sweet Cakes by Melissa, which two years ago refused to make a wedding cake for Laurel and Rachel Bowman-Cryer. The bakers said their refusal was prompted by religious beliefs.

A 2007 Oregon law protects the rights of gays, lesbians, bisexual and transgender people in employment, housing and public accommodations. The state ruled it also bars private businesses from discriminating against potential customers.

Facebook bakers warned to stop selling wares online

A *One News* investigation in January uncovered dozens of sellers making hundreds of dollars a week flogging food – ranging from cake and brownies to chicken burger meals – online.

The food is only advertised on closed group pages that users have to request to join.

The groups have thousands of members, and also facilitate the illegal sale of seafood.

One News purchased a Hershey pie dessert from one seller in South Auckland who told an actor employed by *One News* for the job that it was a good way to make money “if you know what you’re doing.”

“I don’t make much though – today I’ve just made seven of those (pies) and seven of the brownies,” the seller told the actor.

The investigation followed her selling trays of brownies on six different occasions in one week – as well as cheesecake and dessert pies.

One News told viewers that it all adds up to around \$700 a week in sales – tax free, and with no checks on how the food is prepared, cooked or stored.

Operators such as that seller face new regulations under the Food Act because from March anyone selling food

as a business – whether registered or not – has to meet food safety requirements.

Oprah’s slice of the action

A tweet by Oprah Winfrey, in which she claims to have lost 26lbs (almost 12kg) by following a Weight Watchers healthy eating programme – while still eating bread every day – has seen the diet company’s US share prices skyrocket by 20 per cent.

Before the 66-character tweet, which included the hashtag #ComeJoinMe and a link to the Weight Watchers website, was posted in January, the company’s stock was trading at \$11.35 a share. It closed at \$13.29 a share.

Winfrey is said to own 6.4 million shares in the company, approximately 10 percent of the stock, after she became a board member in October 2015.

The recent spike in share prices equates to a \$12.5 million return for Winfrey on a single tweet, or more than \$3 million an hour.

In the video advertisement that appears in the tweet, Winfrey states that she “loves bread” and that she now “just manages it.” She says, “I don’t deny myself bread every day ... I lost 26lbs and I eat bread every single day.”

Fellow bread-lovers responded to Winfrey on Twitter, celebrating her weight loss.

Others on Twitter noted the significant gains for Winfrey.

The diet company, which had previously struggled with a \$2 billion debt, saw share prices jump more than 100% in response to the announcement of Winfrey’s position last October. Shares peaked again later that month when the talk-show host and media icon appeared on the Ellen DeGeneres show, explaining how she lost 15lbs by using the Weight Watchers points-calculator system.



Food protection for New Zealand

Keeping it safe

At Food and Health Standards we provide compliance services for the baking and wider food industries. We’re multi-skilled and qualified in HACCP-food safety, health and safety programmes, food quality, labelling, supplier programmes, auditing and training.

We are there at all times to support our clients, improve standards and prevent trouble.

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Powerless bakers

What was a baker's job like, and what were the products like, in the UK (and no doubt New Zealand) 150 years ago?

The BBC recently made a programme, *Victorian Bakers*, to find out, placing four professional bakers in a Victorian-era bakery: no electricity, no gas, no stainless steel. They found it tough.

Few early Victorian ovens have survived in working order, but the producers found one next door to an even older millhouse. To the modern bakers the oven seems small. As for fuel, it's the same as the Romans used: dried bundles of sticks kindled with a tinderbox.

The fire was lit inside the oven, then raked out once it was hot. And as there

was no thermostat it demanded an experienced eye – or in this case guesswork.



Flour was delivered in back-breaking 20 stone (127 kg) sacks. That's seven times heavier than modern British health and safety rules allow, but Victorian bakers humped them single-handedly.

Modern wheats have a higher gluten content that makes our bread lighter and

fluffier than a standard Victorian loaf. And whereas today's commercial bakers rely on dried yeast, Victorian bakers often bought buckets of frothy yeast from their local brewery.

The four bakers set about making basic household loaves. They shaped the dough into cottage loaves but, being unfamiliar with brewer's yeast, their dough turned out sloppy and the loaves went into the oven resembling cowpats. They emerged lopsided but golden-brown and crusty.

"This is tasting history," said co-presenter, archaeologist Dr Alex Langlands. "It's as close as anyone has ever got to bread from the late 1830s. It's took nine hours in total but the bread was apparently tastier and more digestible than modern stuff."



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SUN VALLEY
 FOODS

Gluten-free products fail to please

A new study has found nearly 40% of UK coeliac sufferers are critical of gluten-free bread and mixes currently on the market.

The survey by Coeliac UK, on behalf of Bakels, questioned 1000 sufferers about which foods they missed most. It found they missed bread and cake more than any other food groups.

The study found that:

- More than eight out of ten (81%) people said they and their families missed the taste of fresh bread
- More than half (51%) said they missed cake.

Respondents were critical of the gluten-free breads and bread mix mixes currently available, with almost 40% saying they "didn't taste like the bread I used to love".

Cereals (42%), sauces (35%) and crackers (30%) were well behind in terms of foods that people with coeliac disease say they miss.

Greg Woodhead, product development manager at UK Bakels, said: "This research shows that gluten-free is an incredible market opportunity for the UK baking industry. It is a large and growing market with at least 10% of the UK public either gluten intolerant or trying to cut back on their gluten intake."

Woodhead added: "The clear message from the research is that people with coeliac disease want to eat more bread – both in the home and out of it – but that the quality of gluten-free breads and mixes are just not up to scratch.

"Time after time they complained about the quality, the price, the inability to use gluten-free breads in sandwiches and the fact that 'they don't taste like real bread'. Four out of five said they would be happy to use a bread mix if it 'promised to be light and moist just like the traditional baked loaf'."

Bread commercial breached rules

Iceland, a big packaged bread brand in the UK, has had one of its commercials banned by the Advertising Standards Authority after a complaint it misled the public.

The ad showed a windmill and a man dressed as a baker making bread by hand and loading it into a brick oven. The man stated the bread contained "the best wheat, sourdough, water, salt and an amount of yeast". The ASA investigated after the Real Bread Campaign complained that the ad misled because Iceland's bread contained more ingredients than stated. The ASA warned Iceland not to state or imply in future campaigns that its products involved fewer processes or ingredients than it does.

Ugly is in

Ugly food will be a top trend within the next five years as consumer demand moves away from products that look perfect, according to food futurologist Dr Morgaine Gaye.

Consumers will no longer trust products that look "too perfect" after exposure to food scandals and civil unrest related to global food shortages, Gaye told a British food conference in March.

"Ugly food is going to be a big trend," she said. "The food 'porn' (which is beautiful looking food) that we're used to seeing now will be gone and it will start to look very ugly because consumers will trust it more."

The world's first sourdough library

Puratos, a European bakery and patisserie ingredients company, opened the world's first sourdough library last October in Belgium.

The library aims to preserve sourdough biodiversity and sourdough baking knowledge.

It is home to a unique collection of sourdoughs from bakers across the globe. Eric Kayser, master artisan baker and Chairman of the Board of Maison Kayser in Paris, joined the inauguration to place his sourdough in the Puratos Sourdough Library, amongst some 40 other sourdoughs from Italy, USA and Greece. Other collection programmes are running in France, China and Spain.

At the Sourdough Library, the different sourdoughs are kept and grown in perfectly controlled conditions, ensuring the viability of these sourdough strains for years to come. To date, Puratos' scientists working together with universities in different countries have identified more than 700 different yeasts in their samples and more than 1,500 lactic acid bacteria.

Sourdough is a natural leavening agent for bread, which can be traced back as far as ancient Egyptian civilisations of around 3000 BC.

A typical sourdough is a blend of flour and water fermented by lactic acid bacteria and wild yeast. They are naturally present in the flour and in the air, as well as in other raw materials like apple juice or yoghurt, which are sometimes used by bakers to give some uniqueness to their sourdough.

Sourdough gives a very distinctive taste to the bread and, depending on the type of sourdough, the result can be very different. With the introduction of baker's yeast some 150 years ago, bakers started to forget how to make sourdough. However in recent years, as a result of the trend towards more authentic tasting bread, sourdough has made a convincing comeback.

New company, fresh eyes

Simon Evans is now eight months into his job as general manager of sales for New Zealand for Mauri anz and keen for people to see it with fresh eyes and to regard it as a new company.



Simon Evans

Mauri anz was formed just over a year ago, bringing together AB Mauri and Weston Milling. As a result, Weston Milling is now a brand of flour rather than a company.

The company is Mauri anz.

"I think we've got a lot of value that we can add to your readers' businesses," Simon Evans told *Slice*. "There is still an assumption that we just sell flour [...] Actually we're capable of much more than that."

He lists a portfolio of products: flour, mixes, fresh yeast in addition to technical services.

Simon Evans came to New Zealand via Dubai from the UK 10 years ago. Since then he has worked in the foodservice channel for Mars, Foodstuffs and Sealord,

"I've got a genuine interest in supporting small businesses to be successful," he told *Slice*. "I get a lot out of working with small to medium businesses, understanding how their businesses run and helping them to grow, whether it's with providing a technical service or a new product for their customers."

Barley bread boosted as better

Bread made using barley could cut the risk of obesity and diabetes, according to research by Lund University in Sweden and reported in *British Baker* magazine.

The study asked middle-aged participants to eat bread made from 85% barley at breakfast, lunch and dinner. They were then examined for diabetes and cardiovascular disease risk indicators 11–14 hours after the last meal of the day. It discovered that a special mix of dietary fibres improved the participants' metabolism for up to 14 hours, as well as decreasing blood sugar and insulin levels, increasing insulin sensitivity and improving appetite control.

The study came in the wake of major UK retailer Marks & Spencer adding barley to of its new range of healthy loaves.



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Workplace safety law changes

What to do NOW

The new law is being applied **NOW**. For most smaller cafes and bakeries, their best move, before they get that phone call from Worksafe NZ, is to get hold of and implement the BIANZ Health and Safety Programme.

It's designed to be easy to implement and will ensure you fully comply with the law. What's more it will qualify you for discounts on your ACC levy (see **A Good Bit** below).

Setting it up need not be difficult. The BIANZ Health and Safety Programme meets all legal requirements. It's easy to implement and can save you endless possible problems.

The programme costs \$595 to BIANZ members.

The price includes assistance from Food & Health Standards NZ (2006) Ltd.

A good bit

Reducing ACC costs

No-one would argue that greater workplace safety is not worthwhile, nevertheless the new regime does impose additional work and responsibilities that busy people can find irksome.

It is worth noting then that there is, at least, one clear bottom-line benefit to having a proper health and safety programme running in the workplace. Implementing the BIANZ Health and Safety Programme will qualify your bakery for reduced ACC levies.

There are three levels:

If the level you achieved is...	then your business demonstrates...	and your levy reduction is...
Primary	a minimum standard of workplace health and safety performance standards	10%
Secondary	a good standard of workplace health and safety practice	15%
Tertiary	best practice and a commitment to continuous improvement in workplace health and safety	20%

An ACC auditor will check your bakery at no charge, and the day of the audit is the day the levy is adjusted.

The LAW changes

Workplace safety



WorkSafe New Zealand is New Zealand's workplace health and safety regulator.

WorkSafe now has about 550 staff in 20 offices across New Zealand. They are actively inspecting bakeries and imposing new requirements on them.

WorkSafe New Zealand carries out the health and safety functions previously carried out by the Ministry of Business, Innovation and Employment (MBIE) and earlier the Department of Labour. It also carries out new functions as described in the WorkSafe New Zealand Act 2013.

You will be hearing from WorkSafe New Zealand soon. It is best to be prepared.

Food safety



The Food Act 2014 came into force on 1 March. It takes a new approach to managing food safety.

There is a transition period of three years during which existing businesses can continue to operate under the old law, but new businesses must conform to the new act immediately.

As a rule, the sooner your business falls into line, the better.

Failure to comply with the law can be more than costly, it can ruin a business.

The main requirements are to have

1. An approved food control plan
2. Thorough records of items such as ingredients, recipes, methods, storage and cooking temperatures, staff training, and cleaning schedules.
3. Training for all staff in food safety basics. This includes an understanding of food additives, harmful microbes and preparation methods.

The best way to get going with all this is to use the BIANZ food safety programme.



BE SAFELY PREPARED

New Zealand's food safety law has changed and we are ready for it. Are you?

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.

Off-the-peg plans under the new food safety laws will not be suitable and available for all food businesses. Many will require a Customised Food Control Plan, one written specifically for them then approved and registered by the Ministry for Primary Industries.

Bakeries with a BIANZ Food Safety Programme in place now will not need to do anything. You can get it sorted quickly and easily right now with the BIANZ members-only template. It's easy, economical and, above all, safe – for you, your business and your customers.

Call BIANZ 0800 NZBAKE or email loretta@bianz.co.nz to find out how you can save time and money, and benefit from this BIANZ resource.

Call or email BIANZ now to make the most of being a BIANZ member.

Phone 0800 692 253

Email info@bianz.co.nz

and start playing safe.

Judgement day

Dunedin, 13 February 2016



The Chief Judge reports

by Kevin Gilbert

Congratulations to Ed Hemming and the team at Volare Breads in Hamilton who won the Great New Zealand Hot Cross Bun Competition 2016.

The standard of entries this year was very impressive with a close battle for the top spot. There were buns that were fruitless. Some that were spiceless. Many were batch baked while some were individually baked and there was all manner of crossing mixes and styles.

In the end, however, it was the Volare's sourdough-based, brioche-enriched dough that won over all four judges with its well-balanced use of aniseed in the spice blend, as well as a fruit mix that was classical but punctuated with a cranberry twist.

The judges – Megan Martin (TV One), Rebecca Turley (Farmers Mill), Cameron Stichman (Gilbert's Fine Food), and I – were impressed with the array of entries, styles and innovations on a classic.

It was wonderful to read many of the product description cards, not only because they gave the judges an insight into the product and the bakers behind the entries, but also because they clearly showed that there were so many techniques used.

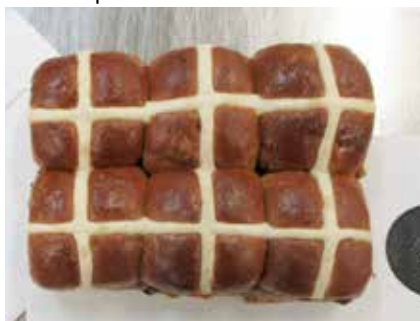
Many competitors had used their own special blends of spices which gives their products individuality. Others had created interest with their fruits by soaking them in everything from cider to liquor.

Overall the competition this year was exceedingly difficult to judge with a very high standard across the board.

Well done to all who entered and a thanks to the team at Volare for giving the judges a wonderful bun as well as a reason to visit Hamilton.



Above: the judges – Megan Martin (TV One), Rebecca Turley (Farmers Mill), Kevin Gilbert (BIANZ – Chief Judge), and Cameron Stichman (Gilbert's Fine Food). **Below:** a random selection of entries including the winner at top left.



The big winners



Photos: Barker Photography

Sourdough buns take the prize

Hamilton's Volare, featured in the last issue of *Slice* as a fast-growing artisan bakery, polished its reputation further in February by winning the BIANZ Great New Zealand Hot Cross Bun Competition with their sourdough based, brioche-enriched dough buns. BIANZ president Michael Gray flew in to present the trophy in person, adding to the publicity bonus the winners enjoy.

Volare is a partnership of Ed Hemming, formerly an engineer, who takes care of the business, marketing and finance side, and Ryan Simmons, a fifth generation baker and trained chef, who looks after production.

Ed Hemming told journalists that they were umming and aahing about entering the competition three days before doing so. The secret of success? "It's good ingredients that are fresh and handmade. It's as simple as that. We mix our own spices, we choose the fruit carefully, we have our own glaze that we mix up to put on top – there are no real secrets."

Two days after the announcement, the win was still sinking in. "It was the first competition we've entered on a national level."

"We've always had a good customer following with our hot cross buns, but we didn't really know how good they would be until we put them into the competition," Hemming said.

They are now preparing for an extra-busy Easter season.

"In an ordinary season we'd make about 15,000 buns," Ed Hemming told the *Waikato Times*, but previous winners of the BIANZ award have baked around 30–40,000 buns.

"This is our life for the next month now."

In addition to the publicity, the trophy, and the massive extra sales, the winners receive a pallet of flour from Farmers Mill.



BIANZ president Michael Gray (centre) presents the trophy to Volare's Ed Hemming (left) and Ryan Simmons (right).

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Getting the best



Helping your apprentice develop a baking career that rocks.



The baking industry offers great careers. And, as the results of recent Competenz research show (*Getting the best from your investment in training an apprentice, October 2015*), career opportunities are particularly important to apprentices. In fact, offering career opportunities, and talking about these opportunities early in an apprenticeship, are key to retaining apprentices once they qualify.

Here are some tips to help you help your apprentices build successful careers with your business.

- 1 Get to know your apprentice as a person.** Understand their personality, motivations, and interests outside work. Fulfilling careers take all these factors into account.
- 2 Talk about career opportunities early in the apprenticeship.** This will motivate your apprentices to learn and help you retain them when they qualify.
- 3. Set clear expectations.** It's your apprentice's career, not yours. Make sure they understand that they need to put their hand up for development opportunities – and that you'll support them when they do.
- 4. Develop a career plan with your apprentice.** Identify their career goals, the skills and experience they need, how they'll gain these and by when. Then track their progress.
- 5. Take a broad view of career opportunities.** These take many forms other than 'climbing the ladder'. Involve apprentices in business activities like budgeting; let them supervise others as they gain experience; offer them training to help them gain skills like team management.
- 6. Hold regular 'career conversations' – and follow up.** Set aside time several times a year to talk about career goals and progress. Ask thought-provoking questions and give apprentices time to reflect. Then follow up, with a project or training opportunity. This shows your apprentice that you're genuinely interested in their career.
- 7. Connect your apprentice to development opportunities.** Find them a mentor; identify opportunities for further training (eg management); seek out projects that help them gain experience.

8. Help your apprentice build 'soft skills'. Being a technical expert isn't enough to get ahead in a career. Help your apprentice communicate effectively, solve problems, and work well under pressure.

9. Focus on your apprentice's strengths, not their weaknesses. Many career coaches believe that focusing on strengths is the key to a successful career. If your apprentice is particularly good at an activity and enjoys it, help them be the best they can at it.

10. Help your apprentice look ahead. Talk to your apprentice about future trends in your industry (eg new machinery they need to master).

More information

Your Competenz account manager can give you more information to help you support your apprentices' careers, including advice on career development and training programmes.

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TERTIARY SCHOLARSHIPS—INDUSTRY AND BAKERY

FROM SOUTHERN HOSPITALITY



Southern Hospitality has supported chefs and bakers at all levels of the industry throughout its twenty-six years in the hospitality business. The company believes that chefs are a vital key to a continuously successful hospitality industry.

As the leading supplier of equipment and service to the industry the support from Southern Hospitality has been ongoing and touched all sectors of the industry.

At the beginning of careers, Southern Hospitality has provided assistance and prizes for the trainees at schools and colleges throughout the country

at regional level competitions and at the celebrated annual National Salon. Each year we all look forward to being an integral part of this competition and meeting the many competitors in this prestigious annual event.

Students studying at our tertiary institutes are vital to the industry. Southern Hospitality is proud to assist the industry workers, to further develop their skills and to support their passion for fine foods with their Tertiary Students Scholarship Programme. This programme announced in August each year has been running since 2005 and is open to all first year students who wish to further their knowledge by undertaking a second year of study.

The scholarship programme is designed to give students studying at recognised tertiary institutions the opportunity to apply for a grant towards their study fees. We believe this will have the greatest return for the students and the industry.

The annual scholarship programme offers 20 scholarships of \$2000 each.

Five of these are targeted towards bakery students and 15 of them towards students studying within the greater hospitality sector. Each year we receive up to 60 applications and over the years have awarded over 200 of these valuable tertiary scholarships.

According to group General Manager Gareth McCulloch, "at Southern Hospitality we know how important the next generation of professionals are to our industry, we will continue to support the young up and coming chefs and bakers wherever possible".

For more information contact:
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- Biscuit Machine designed for the production of a wide variety of biscuit products.
- Accurate portion weight control every time. The mould (drum) included with double 55mm round moulds and is made of anodised aluminium and ribbed for the use in bakery applications only.
- Various moulds (drums) are available as optional extra's.
- Included are: foot operated pedal, extended conveyor 80cm, twin round-drum mould 55mm size.



**Talk to Southern Hospitality's
bakery consultants.**

Roy West M: 021 812 202 | E: rwest@southernhospitality.co.nz
Greg Round M: 021 684 390 | E: ground@southernhospitality.co.nz

Tart

Sarah Beresford visits a surprising bakery in Auckland.

Photographs Saru Krishnasamy

Philippa Stephenson laughs when she talks about how she came to own and run the only vegan bakery out of more than 400 bakeries registered in Auckland.

"I would love to be able to say that I had a long look at the landscape and decided there was a niche that wasn't being filled so opened a vegan bakery. But the truth is that after we opened Tart we muddled along for a few years making the usual cakes, bread, pastries and doing catering.

"Then one day a woman came in and said she'd love it if we made a vegan pie. I said no, categorically. She whinged and moaned and said she'd buy five at a time. I gave in and then suddenly found other customers wanted them.

"People said they wanted more savoury vegan options, then they asked for sweet things too."

Fast forward two years and suffice to say that Tart has undergone somewhat of a revolutionary movement, morphing from a traditional bakery into a bakery that offers traditional fare that is also vegan. On offer are pies, "ham and egg" quiches, pizzas, croissants, doughnuts, chocolate slices...you get the picture.

The art of reinvention

The transformation is not really a surprise as Philippa herself is no stranger to the art of reinvention: "I spent years bringing up our five kids and as they got older I realised I didn't want to become a 'horrible mother' who couldn't let go. I turned 50 and enrolled at MIT to train as a baker. I think I was older than all of the staff and certainly three times older than most of the students."

After graduating a series of work experiences left Philippa disillusioned with the opportunities for securing employment as a

"senior" member of the workforce and she decided the answer was to start her own bakery. Her husband Paul cautioned her about the failure rate of such businesses and said that if she purchased everything to set it up out of her house-keeping money then it would be a definite goer.

"So the family lived on pulses for a year while I was a stalker at the auctions and on Trade Me," she says laughing. "Eventually I bought all my gear." This included a Moffat E35 oven and prover, and a bun divider and sheeter as pastry making is such a huge part of the Grey Lynn bakery's operations.

"Anyone who says they can do without their Mum is lying."

Philippa says the strong relationship she has with all of her customers has been crucial to Tart's success.

"Committed vegans make up 80-90 percent of our market. They are very

serious about the provenance of what they are eating and are very knowledgeable about food and environmental issues.

"I must say over the years I have listened and chatted to our customers and I have found myself thinking, 'Crikey, they are right: cutting down the farming of certain food groups is a way we can save a looming environmental crisis!'"

Personal politics aside, Philippa has embraced the challenge of creating vegan fare without using baking staples such as eggs and butter. "The biggest challenge is the structure. Without eggs airy sponges aren't going to happen.

"My clients know what to expect from vegan baking – they know they are not going to experience exactly the same flavours of the conventional equivalents and are familiar with the taste of things like soy milk and coconut. It's all a matter of perception.

"I also amp up the other flavours – we use only 70 percent dark Ghana chocolate, Tahitian vanilla beans – the quality can make a huge difference. We use concentrated fruit imported from



Left to right: Elias Lilo (baker), Marco Jacob (bakery manager), Anne Thorneycroft (wholesale manager), Andrew Gergi (baker), Philippa Stephenson (owner), Rosa Main (social media manager).

Germany that gives an intense taste and date purée is a favourite sweetener. It's got a lot of fibre so it helps to give structure to the baking too."

Philippa stresses that she doesn't see herself as just a purveyor of baked goods: "It's been sheer luck really that I've stumbled into baking for some of these groups. I feel very privileged to have them as customers."

"They want a treat like a doughnut, or chips or a burger just like everyone else. Some of our customers drive across town to buy our baked goods. We have a very committed clientele who want to feel assured that what they're buying has integrity. We cater to religious groups like the Jain Buddhists and Greek Orthodox communities who have specific dietary restrictions; then there's diabetics and people with food allergies and of course there are the vegans who are walking the talk of their environmental and social concerns."

Social media

Philippa says Tart is very active on social media: "Our customers regard what they eat very personally. They don't see food as just shoving something in your tummy. Our Instagram, Twitter and Facebook communication is crucial. The staff has become involved with several local communities as a result of the business."

"We also support the Vegan Society's monthly pot luck dinners so there's definitely a social side to it as well."

The online business is vital to the success of the bakery. "It's important to think laterally," says Philippa. "The online business is about a third of our turnover now and we courier things like frozen croissants and pizzas around the country."

"We don't open on Mondays – that's our major prepping day and we get an enormous amount done. We more than make up for it by staying open on Friday and Saturday nights. We do our 'Triffid Burger' evenings and they're really popular."

Philippa has had to search for specialist ingredients to be able to offer such fare. "Angel Food is a great source of vegan ingredients. Their mozzarella and parmesan give such an intense 'cheesiness' that you're away laughing making things like quiches, pastries and pizzas. And food importers Blissful offer fantastic sausages, ham and kebabs made from processed tofu."

Philippa stresses that key to Tart's success has been the contribution of her family to the business: "My husband does the accounts, our sons Mac and Tas help in the kitchen, Theo hates baking but helps where he can, Phoebe is great working front of house and our 10-year-old son Nathaniel helps scrubbing out the mixers although he's not that happy about it. My son Tasman and his wife Georgia Harris take care of the evening burger shifts. And then there's my Mum, Ann, who's a marvellous baker. Anyone who says they can do without their Mum is lying," she says with a laugh.

Then of course there's bakers Marco Jacob and Andrew Gergi from Germany and Hungary respectively who keep turning out treats from the oven and Rosa Main who is a dab hand at making the sandwiches which are a fave with customers.

"I also rent out the kitchen for a nominal amount to a vegan chocolatier and a vegan wedding cake maker and we make some non-vegan baked goods like pies for Ponsonby Road establishments. You can't concentrate on just one avenue, you really need to think outside the square to survive."

"We've pretty much created this bakery out of sheer luck and listening to what customers want. But it has had an effect on all our lives and I'm very grateful to have this opportunity to be part of such a compassionate community."

Tart Bakery, 555 Great North Road, Grey Lynn

Open Tuesday to Sunday, 8am–3pm.

Triffid Burger nights: Friday and Saturday 6pm–9pm.

See Tart's recipe for Vegan Bliss Balls on page 44.

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FARMERS MILL HAVE SET OUT TO FIND THE ANSWER TO THE QUESTION: **WHO BAKES THE BEST BREAD IN NZ?**

Farmers Mill are inviting bakers from around the country to compete against each other for the coveted crown of New Zealand's best bread baker

STATIC COMPETITION

Choose a category and submit your best bread by courier to our judging venue, to arrive no later than 11am on 8th April and you could be named the category winner and possibly named Champion of Champions.

COMPETITION GUIDELINES

Static Competition 08 April

Send us your best bread and you could win \$500. Judging held 08 April at a Christchurch venue to be advised.

Contestants may choose to submit a bread from any or all of the following SIX International categories; France, Italy, Germany, NZ, Holland or Switzerland and courier their best to the designated judging address. You may enter into each of the six International categories – but only one entry per category is permitted.

One winner in each category will receive \$500 cash and a framed signed certificate. You can win multiple categories if you enter more than one bread variety which may increase your chance to win the Champion of Champions gold medal!

Entrants must work in the NZ baking industry and the category winners are encouraged to reproduce their winning bread in their respective commercial environments for public consumption.

The Great NZ Bread Bake Off 29 April - Christchurch

Limited to **nine** contestants. Held in Christchurch on 29 April from 8am – 5pm. Awards Dinner follows.

Contestants must bake their product using **Farmers Mill** flour and **Lesaffre** baking ingredients on the day. Contestants are to provide any specialty tools/moulds and ingredients such as sour dough starter/ferment and seeds/grain. Farmers Mill will provide a limited selection of wheat based baking ingredients.

Judging criteria for both stages will include a number of factors, such as flavour, crust colour, structure/crumb, shaping/ moulding, volume/general appearance, technical difficulty, originality and aroma.

Farmers Mill will assist in the travel/ accommodation for each finalist to attend the live event, up to \$500 per entry.

The winner of The Great NZ Bread Bake Off event will receive a cash prize of \$5,000 as well as the inaugural NZ's Best Bread Bakers Trophy to be presented at the awards dinner. (Winner will also receive PR by way of a SLICE magazine article and marketing/media promotion focused in your geographical area.)

LIVE BAKING COMPETITION

For those not afraid to go "head to head" then enter the Great NZ LIVE Bread Bake Off. We'll fly the lucky 9 finalists to Christchurch where they will bake against their industry peers in a race to see who can produce New Zealand's best bread.



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OR CONTACT:

Mat Keys: 0272 85 00 48 - South Island

Darryl Norris: 0272 85 00 46 - South Island

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Just the flax



Flax is a versatile plant, yielding a fine strong fibre for weaving (best known as linen), oil (linseed), and flax seed meal, the stuff left after the linseed oil has been extracted from the seed.

Linen and linseed oil have a long and familiar history but few bakers appreciate the many uses they could make of flax seed meal.

Bio Oils, an Ashburton company, is keen to change that and has provided the following information.

What exactly is flax seed meal?

Flax seed meal is what remains after the cold extraction of the oil from flax seed (also known as linseed). Bio Oils produces meal with the appearance of flakes of bran, which can be milled to various degrees of coarseness from a coarse flake to a fine flour.

Bio Oils' low-temperature extraction methods produce good quality polyunsaturated oil (rich in the omega-3 ALA) with a residual meal that contains high quality protein and un-oxidised oil, which is a significantly more stable food ingredient than crushed whole flax seeds.

Bio Oil's flax seed meal is a high quality, natural, unrefined whole food product that is naturally gluten-free with a shelf life of two years.

Egg substitute

One tablespoon of flax seed meal combined with three tablespoons of water and allowed to gel can even be used as a substitute of an egg in baked goods.

The meal in its original 'flake' form is good combined with hot or cold breakfast cereals in the morning and is a good source of protein and fibre.



Flax seed meal flake (left) and flour (right).

The uses of flax seed meal

Flax seed meal can be used for:

- Breads and other baked goods such as cookies and muffins including gluten-free products. Using it in bread improves texture and crumb structure
- Breakfast cereals
- Niche gluten-free products
- Healthy functional snack foods such as high-protein energy bars.

Flax seed meal is gluten-free and has a pleasant nutty flavour.

The protein content combined with the gelling/binding properties of the soluble fibre make it ideal for incorporating into gluten-free goods or as a gluten-free thickening agent.

Not your Kiwi flax



The flax used by Bio Oils and long valued in Europe for a multitude of uses should not be confused with the native New Zealand flax (*Phormium tenax* and *Phormium cookianum*). The New Zealand plant was given the common name "flax" by settlers in reference to its use as a source of fibre for weaving.

The seeds from European flax and the New Zealand plant look different and have different chemical compositions and uses.

Bio Oils Ashburton grows conventional and organic flax seed (*Linum usitatissimum*) in the Canterbury region, and has been producing flax seed oil and flax seed meal at their cold pressing plant in Ashburton for 30 years.

The birth of a new product



Team Harakeke: from left; Meg McIntosh, Brittany Price, Meg Taylor-Smith and Gemma Versteeg.

In 2015, Bio-Oils engaged with the Department of Food Science at the University of Otago to develop a new product.

The department runs a full year project based course that provides teams of third-year students

with an opportunity to work on real product development challenges and prepare them for the world of work, by delivering to a client's brief.

Bio-Oils' brief was to create a new commercially feasible baked product featuring flaxseed meal. The product was to have potential health benefits.

The team that took the challenge, Team Harakeke, aimed to deliver a safe, shelf-stable product with high levels of sensory acceptability and with the potential to be able to make nutritional content claims such as a good source of dietary fibre sourced from the flaxseed meal.

Working from March to October, the team began by brainstorming ideas around the product form, researching the target market, making early prototypes and obtaining initial market feedback. They identified the target market as health-conscious New Zealand women in the 25–45 age group and so decided to develop a gluten-free, dense style of baked bar based on flaxseed meal, dried fruits and nuts. It was designed to offer a change from the usual muesli bars.

Three flavour variants – chocolate and feijoa; chocolate, coconut and hazelnut; and chocolate, pear and fig – were short-listed with the pear and fig option going on to prototype development.



Original packaging design for new Flaxseed Bar.

The technically challenging stage of prototype development began with sourcing cost-effective ingredients. This

was followed by formulation and processing trials.

Problems such as excessive hardness and dryness, flavour imbalances and achieving the right water activity level to prevent spoilage were overcome through many systematic trials.

The team sought expert advice from manufacturing bakers on how to design their formulation and process so that it was economically feasible and able to be scaled up for commercial production. A HACCP food safety plan and helpful suggestions for marketing the product, including an original package design, were included in the project report.

The table below summarises the outcomes of the project.

Team Harakeke achieved most of their goals, producing a baked bar with great potential for commercialisation.

Flaxseed meal as key ingredient	✓	18% by weight
Sensory quality	✓	Acceptable. Scored a mean (n=117 participants) overall liking level of 6 (on a 9 point hedonic scale where 1 = dislike extremely and 9 = like extremely)
General level health claim	✗	Small changes to the formulation needed to achieve the Nutritional Profiling Score required to make a claim under Food Standards Code 1.2.7
Nutrition content claim	✓	Able to claim a 48g serve as a 'good source' of dietary fibre
Baked	✓	Simple manufacturing process, shelf stable
Convenient	✓	Attractive individually wrapped
Gluten-free	✓	Natural and gluten-free ingredients
Cost effective	✓	Good profit potential at mid-range price

Opportunity

This exercise ran out of time but the product needs only a little more development to become a commercial opportunity. If any BIANZ member is interested, please contact Debbie on 03 3083305 or debbie@bio-oils.co.nz

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Evolution

Guy Field of Golden Crust Pastries tells Faye Lougher how his business has grown and changed.

Photos: Kevin Bills

Guy Field of Golden Crust Pastries Ltd says it's a shame more New Zealand bakers don't attend events like IBA, held last year in Germany.

"A lot of bakers don't go to IBA but they should. I know it costs a lot to get there but they would come back charged with new ideas and could really grow their businesses. I get ideas on machinery and it invigorates what we're doing."

Guy says his business has evolved because of his attendance at international baking trade fairs and last year's IBA was no exception: while there he bought two new pastry machines for his Palmerston North bakery.

"I've been to about four or five IBAs and I've also been to Las Vegas and Birmingham for bakery fairs but neither is as big as IBA. We saw a lot of new machines there, including one that made spring rolls and another that made small shaped cakes with a filling in the middle."

Getting cleverer

"They are getting cleverer, electronics have moved so far in the last 30 years, what with the control of the machinery and what they can do now."

Guy was particularly impressed with the range of bakery equipment from Japanese company Rheon and admits he could have spent a lot more on machinery if it were not for the scale of production the machines are capable of.

"They make pro machinery that is absolutely incredible. The problem for New Zealand is we can't necessarily follow the trends from overseas because we can't buy machinery that's small enough."

"The machines are too big and you could do New Zealand's whole production in half an hour."

One of Guy's IBA purchases was a 4.5-metre-long chunker, a machine that automatically cuts the large amounts of dough the bakery makes into more manageable pieces.

"We make 300 kg of dough at a time and someone has to manually cut that out of the bowl. This machine is 4.5 metres long and it chops the dough up and tips it into the extruder so it cuts down on the labour."

Guy also saw some innovative products on display at IBA, including an oven-baked savoury snack that was like a cross between scone and bread dough.

"The one I tried had a tomato filling but you could fill it with cheese. There was also a filling that expands in the oven so you don't end up with a gap like you do when the meat in a sausage roll shrinks away from the pastry."

The start

Guy has been in the industry for 40 years, starting at a small wholesale bakery in Featherston where his wife, Margaret, also worked. He gained his trade qualifications at Ernest Adams in Wellington, and also worked for Cobblestone Bakeries in Palmerston North. After a brief stint in a café partnership, Guy decided to set up his own commercial bakery with Margaret in 1988. He says he chose to specialise in pastry because it was Ernest Adams' biggest profit line.

"It was the biggest seller by a long shot. We manufacture pastry and supply most of the distribution chains in the country. We used to supply a lot of small pie manufacturers but most



of them have gone now. There used to be four in Palmerston North but there are none now."

Golden Crust has two directors, one manager, four factory staff and one salesperson. While 99% of the bakery's sales come from pastry, Guy says they also make a lot of other products, including crownnuts [the name cronut is trademarked].

Always on the lookout for ways to make his business more efficient, Guy even modified a machine to cut the crownnut pastry including the hole in the middle.

"With the crownnuts we can do about 7000 in two hours. We deep fry them here and then sell them frozen, ready to fill and ice."

Golden Crust's pastry is only sold wholesale to distributors and bakeries; it is not sold retail to the public. Several large grocery chains use their pastry in their in-store bakeries, including New World and PAK'nSAVE. In addition to the block pastry (sweet and flaky), they also make ready rolled pastry discs and oblong pieces cut to fit flan tins.

"We make lots of products like that. The bakeries buy the products that suit them and then make their own fillings."

Finding a niche

Guy says it's getting harder to attract people to the industry and that small bakeries have to find their niche in order to be a success.

"When I started there was no such thing as a generic brand but most products now have a house brand. A lot of people buy on price, so it makes it harder to compete if you are offering a premium product."

As someone who knows his pastry, Guy has been a judge at the Bakels New Zealand Supreme Pie Awards for about 15 years. "What I have seen a growth in over the years is I suppose the creativity. This year a potato-topped pie won for the first time."

Guy says the most popular pies today are steak and cheese or mince and cheese and confesses he's partial to mince and cheese himself.

Trends have come and gone in the industry and Guy says he's got a good idea what the next big thing will be.

"Éclairs. At IBA there was a stand with hundreds of different kinds. Éclairs are coming back into fashion."

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The top of his game

by Sadie Beckman



Photo: David Tossman

Boulanger Jean-Louis Macadre is a man at the top of his game.

The French baker and founder of Wellington's Bordeaux Bakery has earned the recognition of not just his local area and loyal customer base, but of his country's embassy too, when he was made a Knight in the Order of Agricultural Merit by the French Ambassador in 2010.

Macadre decided he was going to become a boulanger at the age of just nine, leaving school at 14 to start his apprenticeship. Three years later he was recognised as the top apprentice in the Bordeaux region of France and his skills were going from strength to strength.

Later, his marriage to Kiwi Gail Donaldson saw a move to the other side of the world, where in the market of 25 years ago he found he couldn't get a job as a baker.

Told repeatedly there was no demand for French products in New Zealand, Macadre refused to give up, so he and Donaldson started a tiny bakery in the old Northland post office just outside Wellington city in 1992.

Proving the naysayers wrong, Bordeaux Bakery built up a solid reputation based on the traditional techniques Macadre uses

in his baking. Happiest with his hands in the dough, he makes bread the old-fashioned way, using quality flour, water and fresh yeast, alongside ingredients that can't be bought – patience and skill – melding these simple elements into fantastic crusty French breads.

Alongside authentic breads, Macadre and his team, who now staff sites on Thorndon Quay and The Terrace, make a range of French patisserie items including the delicious Mille Feuille – a French-style custard square which is one of their most popular products. Another is Canele, a decadent, gooey, caramelised creation that they pair with great Kiwi coffee, and of course there is the staple of any French boulangerie, the croissant.

Macadre was also the first to introduce the ficelle to New Zealand, with this smaller, thin baguette now gracing the cabinet of cafes and bakeries all around the country.

Macadre says the key to Bordeaux Bakery's success is the philosophy behind it.

"Sustainability with quality is what Bordeaux is," he says. "Some people may find that concept boring, making the same thing day after day, year after year, but for me this is a cultural legacy and passion."

And that rings true for the whole Macadre family, Donaldson explains, with family life revolving around the bakery and its often unsociable hours.

"Baking is really the soul of our family and the rhythm of our family life revolves around the bakery hours," she says.

"Papa always disappears around 2am, and is stocking the home kitchen when everyone comes in from school and sport. He's the first to bed in the evening, even before the kids, and with four children in New Zealand ranging from nine to 20 years old who all love baking, they all work in the business during the school holidays."

Macadre and his family have certainly hit on a recipe for success with Bordeaux Bakery, one of the true measures of which is a good customer base.

"Our customers are very loyal locals who are passionate about their food," says Donaldson.

"Many of them have become family friends over the years."

Macadre returns to France every three years, ostensibly to visit family, but he often finds himself getting waylaid.

"I seem to spend most of my time visiting boulangerie and patisserie shops such as Fouchon, for inspiration," he says.

With some fairly fundamental differences between New Zealand and French baking styles, Macadre works hard to integrate the two in his business.

"In New Zealand the baking style is 'fast' with no slow proving and fermenting, and breads in New Zealand are often made from pre-mixes which contain a lot of additives," he says.

The greatest difference for me is the problems [I have] with the quality of the New Zealand-milled flour and the fluctuations in quality. I always seem to have ongoing arguments with the flour companies!

My favourite dough is made with French organic wholemeal flour, and this is our family's favourite bread. Although obviously more expensive, the taste, texture and chewy crust are divine."

Macadre's products are also additive and preservative-free, and some of the patisserie items use imported French chocolate, for extra taste and authenticity.

Macadre's obvious passion for his country's traditional baking styles, coupled with his skill and uncompromising focus on quality right throughout the production process, seem to be the drivers behind the growth of Bordeaux Bakery.

As with many passionate business owners, and especially bakers, family involvement and support is also a vital part of the mix, with the framework of family life revolving around the work being done, and with someone as passionate about his vocation as Macadre, this was never going to have been otherwise.

Perhaps Bordeaux Bakery's humble inception and subsequent growth show that in a world often striving for constant novelty and innovation, sticking to time-honoured and proven methods and doing this exceptionally well can be both valuable and successful in the right hands; a pair of which Macadre certainly owns.



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Macedonia's Secrets

by Sue Fea



Jovan Sivakov on the job.

Photos: Sue Fea

Macedonian baker Jovan Sivakov has baking firmly entrenched in his European genes.

From the age of 10, he would help his father and grandmother in the family's large bakery, in the south of Macedonia in Eastern Europe, close to the Greek border. The bakery supplied 2000 loaves of bread a day throughout the south of Macedonia.

These days his parents, Lambre and Caci, are helping him. The Sivakov family owns Queenstown's new Artisan Bakery and Pizzeria. No additives, preservatives or baking agents used here. The Sivakov's kitchen is founded on traditional family baking secrets and authentic European flair.

Jovan takes the 4pm until 4am shift, while his father takes over just before dawn. Jovan's wife, Elena, and mother, Caci, work in the business too, with Elena also running the adjacent Organico Store.

They're turning out about 2000 European-style products a day, all handmade the hard way. This includes more than 1000 artisan bread products, many bound for Queenstown's Freshchoice Supermarket, as well as pies, cakes, desserts and gourmet pizzas, oozing with Sivakov homemade tomato salsa and mozzarella cheese.

As head baker, Jovan – also an experienced chef – owes his vast

knowledge of European baking traditions to his grandmother. She was always working in the family bakery when he was growing up. "I was little, so always learning from her," says Jovan.

He learned how to alter recipes if the weather changed by using different flour and yeasts, depending on humidity levels. "Sometimes the bread absorbs more water...you may need less or more yeast or salt," he says. He had to practise and make a lot of mistakes to gain the experience he has now. Jovan began baking at 14 and by 20 he was ready.

Unfortunately Grandma was too old to travel out to New Zealand to be part of the latest enterprise. She's very proud, however, that her recipes are now being enjoyed halfway across the world. "Grandma's happy and still cooking for herself," says Jovan.

His father taught him as a youngster how to make his own sourdough starter from scratch, feeding it daily – a process taking two to three weeks.

"The sourdough starters we brought out to New Zealand are really old – 25 years old or more – the older the better." The trick is to keep feeding the starter every time it's used. "If you keep feeding it it'll last forever," he says.

The quality of the starter produces the amazing flavour, so they weren't about to leave the key to their livelihood behind in



From left, Jovan, little Ahil, Elena, Lambre and Caci Sivakov at their family bakery and pizzeria.

Macedonia. "To transport it you spread it out flat on a tray and leave it overnight to dry and you can then break it into pieces to transport it," he says. No problems with Border Control. "You then restart it by feeding it with water, waiting for a few days until the starter starts bubbling again."

Caci brings her unique flair for baking pastries, cakes and desserts to the business and Jovan's very proud of her Macedonian twist on a tiramisu.

"My mother uses her own biscuits for the cake base and less coffee, so it's not so strong," he says. The mascarpone cheese here is different to Europe, but Anchor suits their purposes. Other specialties include raw mixed berry cake, avocado cake and walnut cake, all recipes Caci has now passed down to Elena.

New Zealand may be a dairy nation, but Jovan says the butter here is not as good as French butter for making croissant pastry. However, they've settled on Hamilton's Canary Butter as the best Kiwi option. It doesn't melt at room temperature and tastes better. "The difference is in the smell and richness of the butter," says Jovan. "It makes you want to eat more. It's all about the taste and flavour."

The Sivakovs have learned to adapt their European favourites to Kiwi taste. His grandmother's recipes have been passed

down through the generations. Grandma's famous potato loaf was the most popular item back in Europe, but in Queenstown the big sellers from their range of seven breads are white French, sourdough and rye sourdough and ciabatta. "We use pure flour, salt and water, no bread improvers, mixers or chemicals," says Jovan.

Customers are increasingly asking for dairy, sugar and oil-free products, as well as gluten-free, and Jovan's just launched a gluten-free range of breads and pastries. They cost a little more to make, but he says customers will pay for quality and gluten-free.

Coming up to its first birthday, Artisan Bakery and Pizzeria is starting to build up a great name, also for its traditional Italian thin-base gourmet pizzas.

"They're not chewy – nice and light when you bite into them," says Jovan.

As a fully-trained chef, he's passionate about all cooking and says growing up near the border with Greece has influenced his culinary style.

Jovan has owned and sold an Italian and a French restaurant, both in Auckland, and the family still owns the Portofino Restaurant franchise in Taupo.

What to do?

David Tossman talks to Jack Milford



Courses for retail staff on what to do if threatened with a robbery are just one of the services provided by Jack Milford of OPSEC, a New Zealand security consultancy.

Jack's experience and expertise covers a wide range of security issues and is based on over 35 years serving in the New Zealand army and the Police, the Armed Offenders Squad, the Special Tactics Group, and in close protection work in Asia and the Middle East.

Jack was awarded the Queens Service Medal in 2000 for his work with the United Nations in East Timor, recognising his efforts to pursue recovery for the Timor people who were devastated by the recent events there.

From 2004 to 2006 Jack worked for state departments leading personal safety teams in high-risk countries including the International Coalition of Iraq, the British Foreign Office and the Ministry of Foreign Affairs of Japan.

Jack has also led armed anti-piracy security protection in the Malacca Straits and the Indian Ocean.

Jack formed OPSEC in 2005. OPSEC is a risk consultancy company that provides security risk assessments and support, training in conflict management, resilience against violence, disasters and crises.

OPSEC training workshops include:

- STOPViolence© is focused on managing angry conflicts through positive engagement while upholding the respect and dignity of others. It provides an emotional self-review and coaching in safety awareness and strategies to get safe before violence occurs.
- CRISIS Resilience© is focused on taking safe and professional action when the intent of an aggressor is to harm others. It provides an immediate plan should an aggressive event occur anywhere.
- Safety in an Armed Robbery is focused on responding in a safe and compliant manner when accosted by an armed robber. Safe principles and compliant behaviour are key strategies to help to keep safe.

Jack points out that a robbery incident, even one that results in no loss, has consequences far beyond the event, as the people involved are in shock for quite some time afterwards. Preparing for the possibility requires genuine and active teamwork as everyone involved has to play a role in protecting themselves and their co-workers. Many employers have found the training effective in team-building in a much broader way.

The three Ds

The particular techniques OPSEC teaches to keep as safe as possible in an armed robbery encompass what Jack calls the three Ds: recognise the Danger, give yourself the Distance and know when to Disengage.

He advises keeping a two-step rule – "that gives you the distance." Also, when in doubt, you disengage, you get out.

The criminal, says Jack, is just as scared of getting caught as perhaps we are getting when being robbed. Jack recognises that it is not simple and that many other variables that come into it. "They might have that huge horrible evil intent or they might be drugged or they might be one of our mental health citizens who's acting out. And so, as the robbery's going through, one of our principles is that we must be compliant," says Jack.

"Where is the nearest door? What can I do so that I do keep myself safe? I can drop, just like an earthquake drill: drop, move to the door and then get behind it."

An essential part of the exercise involves looking after your co-workers, so everyone knows their role. Who is going to call the police? Who is going to lock the door? And how are you going to return to work after such a trauma?

Jack's courses include role-play exercises that prepare people in a realistic way using the particular set-up of their workplace. "It could be that or it could be another thing that you do. It really is site-specific, meaning that ideally I like to train at the site, at people's bakeries, at people's stores."

STAY SAFE

If you are caught in a conflict or violent event in your home, school, work – anywhere – OPSEC can help provide strategies, training and support to help you through these crisis moments of your life.

We can also build skills in preparation for such an event, protecting both lives and property.

What our clients think:

Manager Security, US Embassy, Wellington, New Zealand: “OPSEC’s experience in security safety was clearly evident and very valuable.”

Public Health Organisation: “Felt the whole evening was very worthwhile in all respects”

National Manager Investigations, Border Security Group, Department of Labour: “I was impressed with [OPSEC’s] professionalism and high level of service.”

Wellington Mobil staff, Seaview workshop: “Never had this (OPSEC’s) subject delivered this way before, excellent.”

Call Jack Milford for more information on how you can benefit from OPSEC resilience training and purposeful team building in your business.



Jack Milford QSM



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Lemon, Raspberry and White Chocolate Shortcake



SERVES 18

INGREDIENTS

400g butter, softened

450g Chelsea Caster Sugar (2 cups)

2 size 6 eggs, room temperature

10mls vanilla essence (2 tsp)

540g plain flour (4 cups)

13g baking powder (4 tsp)

240g lemon curd (3/4 cup)

405g raspberries (fresh or frozen) (3 cups)

120g white chocolate, roughly chopped

Chelsea Icing Sugar, for dusting

METHOD

Preheat the oven to 170°C. Line a 33cm x 23cm baking tin with baking paper (making sure it comes up the sides).

Beat the butter and sugar with an electric beater until light and fluffy. Add the eggs, one at a time, beating well after each addition. Add the vanilla essence. Sift over the flour and baking powder. Using a spatula, gently fold together.

Press two thirds of the shortcake mixture evenly into the base of the prepared tin.

Spread the lemon curd evenly over the top and sprinkle with raspberries and white chocolate. Spoon the remaining third of the shortcake mixture on top. Using the palm of your hand, gently flatten the topping.

Bake for 50–55 minutes until firm and lightly golden. Leave to cool in the tin. Dust generously with icing sugar before serving.



Tangy lemon curd, raspberries and the sweetness of white chocolate.

Get the cost per serve and more recipes at chelsea.co.nz/foodservice



BIANZ

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

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Who should join BIANZ?

Owners and managers of wholesale and retail bakery-related, businesses, cafes, catering companies, in store bakeries, Industry suppliers, bakery and patisserie trainees and apprentices, Independent bakers and patisserie chefs.

What do we offer?

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Membership of BIANZ guarantees you rebates with some of the industry's biggest suppliers.

Food Safety Programme

BIANZ's Food Safety Programme is officially approved, the most advanced in New Zealand, and available only to BIANZ members.

Online resources

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

Advisory Service

The Association's advisory service helps members with staffing issues, employment contracts, food safety regulations, health and safety requirements and training.

Events and publicity

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

BIANZ works closely with training providers and Competenz, the Industry Training Organisation, to recruit bakery trainees and ensure bakery qualifications remain relevant and accurate.

Information

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.

Employment legal advice

Members are entitled to free legal advice on employment issues.

How we operate

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.

Join us

Complete the application form in Slice or online at www.bianz.co.nz



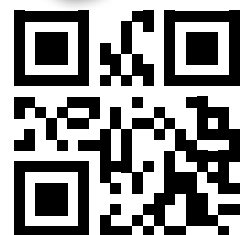
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✓ the latest issue of Slice, the association's magazine
- ☒ A tax invoice/receipt for your subscription.

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:

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Chocolate, Amaretto, Salted Cinnamon Caramel & Apple Compote Tarts



YIELDS: 10 x 70 mm tartlets

Chocolate Sweet Pastry

Ingredients

Plain flour	250	g
NESTLÉ Cocoa powder	20	g
Icing sugar	100	g
Salt	1	g
Butter	180	g
Egg Yolks	2	

Method

1. Sieve the flour, cocoa, icing sugar and salt together and rub in the butter to form a sandy texture.
2. Add the yolks and mix until combined.
3. Wrap with cling film and chill for approximately 15 minutes before use.
4. Line flan cases and bake these blind at 180°C for approximately 15 minutes.

Chocolate & Amaretto Mousse

Ingredients

NESTLÉ Docello® Ultima	
70% Cocoa Dark Chocolate	350 g
NESTLÉ HIGHLANDER Sweetened condensed milk	300 g
Salt	Pinch
Cream (semi-whisked)	480 g
Amaretto	90 g

Method

1. Melt the chocolate gently over a water bath.
2. Whisk the condensed milk, cream and salt together to soft peaks and fold in the amaretto.
3. Add ¼ of the cream mixture and combine it with the melted chocolate until smooth.
4. Fold through the remaining cream mixture and then pipe into prepared moulds.
5. Allow the mousse to set for at least 5 hours in the refrigerator before serving.



Recipes by Marcus
Braun courtesy of Nestlé
Professional

Salted Cinnamon Caramel

Ingredients

Butter	50	g
Golden syrup	180	g
NESTLÉ HIGHLANDER Sweetened condensed milk	340	g
Ground cinnamon	1	g
Salt	1	g

Method

1. Melt the butter and golden syrup together over a low heat.
2. Remove from the heat and whisk in the condensed milk, cinnamon and salt until smooth.
3. Pour the caramel over the apple compote that has been placed in the base of the baked pastry cases and allow it to cool and set in the refrigerator.

Apple Compote

Ingredients

Butter	40	g
Castor sugar	30	g
Diced apple (Granny Smith)	250	g
Lemon juice	20	g
Apple juice	60	g

Method

1. Melt the butter and sugar together and then add the diced apple and soften for approximately 2 minutes.
2. Add the juices and simmer the compote until the liquid has evaporated.
3. Allow the compote to cool in the refrigerator before filling into the tart cases.

Assembly

1. Place the cooled apple compote into the base of the baked pastry cases.
2. Pour the prepared caramel over the apple compote and set in the refrigerator.
3. Un-mould the mousses and placed onto the cooled caramel and decorate as desired.

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Ingredients

Gluten Free Banana Bread Mix	1000	g
Vegetable oil	300	g
Whole egg	400	g
Banana pulp (change to carrot or dates)	1000	g

Method

Using a planetary mixer (eg: Hobart mixer):

1. Place oil and egg in a bowl and add Gluten Free Banana Bread Mix.
2. Using a beater, mix on low speed for 1 minute, scrape down.
3. Add banana pulp to mixture and mix for a further 1 minute on low speed.
4. Deposit approx. 1.3 kg of batter into a greased loaf tin.
5. Bake time is approx. 90–100 minutes at 160° C.
6. If desired, lightly glaze the top of the loaf with melted apricot jam.

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NEW



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How to bake...

CLASSIC: STRAWBERRY & VANILLA CUSTARD TART

VANILLA CUSTARD

Lesaffre Patisserie Custard Mix	1000g
Cold Water	2000g
Fresh Cream	500g
Pure Vanilla Bean Paste (or vanilla beans/pods)	10g

- Add all of the ingredients into the mixer and whisk on slow speed for 30 seconds then on high speed for 5

SWEET PASTE

Farmers Mill Stratos Pastry Flour	3200g
Icing Sugar	1400g
Butter	1200g
Eggs	750g
Lemon or Lime Juice	20ml

- Blend the icing sugar and butter until well combined.
- Add the eggs, lemon juice and flour and mix until the pastry dough forms. Do not over mix.
- Leave in the cooler/fridge to set.



METHOD

- Roll pastry to approximately 2.5mm thick.
- Line a tart ring and blind bake for approximately 8-10 minutes at 200°C. Remove the paper cartouche, return to the oven and complete the baking process.
- When cool demold and fill with Patisserie custard.
- Decorate with fresh strawberries.

How to bake...

LEMON & BLUEBERRY MADELEINES

INGREDIENTS

Summit Bakers Flour	205g
Butter - Softened	160g
Caster Sugar	200g
Lemon Zest	10g
Lemon Juice	5g
Salt	3g
Baking Powder	4g
Blueberries	3 per unit.

Makes approximately 50 Madeleines

METHOD

- Cream the butter with 50g sugar.
- Whisk the remaining sugar with the eggs, lemon juice/zest and the salt in a separate bowl until sabayon stage.
- Gently fold in the flour and baking powder and combine all components.
- Pipe into the Madeleine moulds and insert blueberries.
- Preheat the oven to 220 °C. Reduce the oven temperature to 180°C and bake for 12-14 minutes or until baked.
- *Optional:* upon exiting the oven, spray with lemon infused stock syrup.
- *Madeleines also benefit from heat shock – (chilled batter prior to baking).*



FOR MORE INFO CONTACT MAT KEYS
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Heart Healthy Hot Cross Buns

by Asher Regan



Didn't win the hot cross bun competition this year? Perhaps try this recipe for next year. This is a lighter version of the classic Easter hot cross buns. They're full of fruit and spice and are unbeatable fresh out of the oven.

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

Ingredients

For 50 buns:

Dough

Dried yeast	20 g
Brown sugar	50 g
Trim milk	550 mL
Warm water	550 mL
Wholemeal flour	520 g
Plain white flour	1 kg
Ground allspice	1 tbs
Ground cinnamon	2 tsp
Ground cloves	2 tsp
Margarine	140 g
Eggs	4
Mixed candied citrus peel	470 g
Dried currants	470 g

Crosses

Plain white flour	80 g
Water	50 mL

Method

Dough

1. Dissolve yeast with brown sugar, milk and water.
2. Sift together flours and spices.
3. Rub margarine into flour mixture.
4. Add egg to yeast mixture.
5. Knead flour mixture and yeast mixture together to form a slightly sticky dough.
6. Add dried fruit and knead.
7. Cover the dough in a large bowl and allow to rise until doubled in size.
8. Weigh the dough into 80g portions and shape into buns.
9. Allow to rise again until approximately doubled in size.

Crosses

1. Mix together the flour and water.
2. Roll dough into thin strips.
3. Place strips on top of buns in a cross.

Baking

1. Heat oven to 220°C.
2. Brush the tops of the buns with trim milk.
3. Bake for approximately 10 minutes or until well browned on top and cooked through.
4. Transfer buns to a wire rack to cool.

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Blueberry Lemon Muffins

Recipe courtesy of



Prep time: 15 minutes

Cook time: 18–20 minutes

Ingredients

Makes 10 muffins

Sugar	120 mL
Vanilla almond milk	60 mL
Canola oil	60 mL
Vanilla extract	5 mL
Finely grated lemon zest	5 mL
Egg	1 egg and 2 egg whites
Extra fine blanched	
Almond Flour	240 g
All purpose gluten-free	
baking mix	15 g
Baking powder	13 g
Salt	1 g
Fresh blueberries*	160mL (150 g)
Sliced almonds (optional)	60 mL

Method

1. Preheat oven to 200°C and line 10 muffin cups with paper liners or lightly butter.
2. Whisk together, sugar, almond milk, oil, vanilla and lemon extracts, lemon zest and eggs in a large bowl.
3. Add flour, baking mix, baking powder and salt then lightly fold in blueberries. Spoon into prepared cups and sprinkle with almonds.
4. Bake for 18–20 minutes or until a toothpick inserted into the centre comes out clean.

Store in a container with a loose fitting lid.

*If using frozen blueberries, make sure to thaw and drain well to remove all excess moisture.



Vegan Bliss Balls

Recipe from Tart Bakery, Grey Lynn, Auckland.



These balls are diabetes-friendly. They have no dairy ingredients, no egg and no refined sugar. They are essentially a long-chain, slow-release carbohydrate.

A great snack. Freezes well.

Ingredients

Fairtrade dates (diced)	400 g
Ground almonds	400 g
Fairtrade cocoa	5 heaped tablespoons
Orange juice to moisten (self-squeezed)	
Orange zest to taste	
Desiccated coconut to roll.	

Method

1. Cover dates with hot water until soft.
2. Drain off water.
3. Add dates, ground almonds, cocoa, orange juice and zest to the bowl of a food processor and blitz until combined.
4. Roll into 40g balls.
5. Roll in desiccated coconut.

Dukkah Spiced Ciabatta Bread



Ingredients

Sponge (Biga)

Flour	880 g	100.0%
Yeast dried	10 g	1.1%
Water @ 26°C	620 g	70.5%
Total weight:	1510 g	

Main Dough

Bakers flour	2200 g	100.0%
Yeast dried	22 g	1.0%
Salt	64 g	2.9%
Water @ 26°C	2060 g	93.6%
Sponge dough (biga)	1510 g	68.6%
Garam Masala	22 g	1.0%

Total weight:	7388 g
Single unit weight:	500 g
Yield:	15

Dukkah spice mix for loaf topping

Method

Biga dough

Place all ingredients into mixing bowl and mix until developed. Place into an oiled container, cover and ferment overnight (or 18–24 hours) at room temperature.



Main Dough

1. Place all ingredients except the salt into bowl and mix for 8 minutes on slow speed.
2. Add salt and mix for a further 4 minutes on second speed or until fully developed. Use the stretch test.



3. Place the dough into an oiled container, large enough for the dough to double in bulk. Cover and ferment for 20 minutes.
4. Gently knock back the dough by a half turn, using no flour. Rest for a further 20 minutes. Repeat this process two further times. After the third fold it's time to divide the dough.

5. Turn the dough out onto a well-floured work surface. Using a metal scraper, cut rectangles of dough weighing approximately 500 grams.



6. Prepare some baking trays with a light dusting of bakers flour over the trays, then sprinkle Dukkah Spice mix over where each loaf is to be placed.
7. Pick up each divided loaf carefully so as not to knock the air out, turn over with the bottom facing up and space maximum of 4 loaves per tray.
8. Rest for a further 30–40 minutes dry proof before baking, or until fully proved.
9. Fold each loaf lightly in half and place onto loading devices.
10. Place into a pre-heated oven at 250°C and bake with steam for 20 minutes at 220°C.
11. Open the steam vent and bake for a further 20–30 minutes or until golden brown and a hollow sounds occurs when tapping the bottom of the baked loaf.
12. This loaf can also be placed in to rectangle bake in a box to form a more uniformly shaped loaf for toasting or making spiced French Toast from.

Basil and Garlic Scone Scrolls



Makes 12 (approximately)

Ingredients

Cups All purpose flour	3 cups
Tsp baking powder	6 tsp
Salt	½ tsp
Butter, cubed	50 g
Barker's Basil & Garlic Breadshot	100 g
Feta cheese	150 g
Milk	1½ cups
Barker's Basil & Garlic Breadshot	50 g
Parmesan cheese	90 g

Method

- Combine the flour, baking powder, salt and butter in a bowl. "Cut" the butter through the flour mixture with two knives.
- Pipe a spiral using 100g Barker's Basil & Garlic Breadshot over the top of the flour mixture.
- Add the feta cheese.
- Add the milk and mix together by hand until all the ingredients come together in a large ball – do not overmix!
- Roll out dough into a large rectangle shape approximately 5mm thick. Spread 50g of Barker's Basil & Garlic Breadshot over the scone dough. Sprinkle over 30g of parmesan cheese.
- Roll up and cut into 4 cm-thick scrolls. Place scrolls on a greased oven tray.
- Brush with egg wash.
- Sprinkle 5 g grated parmesan over the top of each scroll.
- Bake at 200°C for approximately 16–20 minutes or until golden brown.



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