BAKING INDUSTRY ASSOCIATION of VICTORIA

The BIAV's secretariat in now in its own building at Buckley Hollow in Essendon.

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Keep checking the BIAV's website for the latest Baking Industry Mail and all other industry news. You can download the Workplace Relations Fact Sheet directly from the BIAV's website. Go to the side panel on the homepage: IR UPDATE.

Garry Higgins
Executive Officer

B.M.I.A.A. Member

2008 VICTORIAN BAKING INDUSTRY BAKING SHOW

We are really excited to announce that the 2008 Victorian Baking Industry Baking Show will be held this year on Thursday,13th of November at the William Angliss College of Tafe in Melbourne.

- The new board at the BIAV is committed to ensuring that the Baking Show has a new look that will acknowledge excellence in the industry.

It also sees the Baking Show as a vehicle to foster and reward innovation in the industry.

- This year's show will consist of the conventional aspects as well as a range of new features. The selection for Victoria's representative in the 2009 LA Judge competition will be held during the Show.

A "Black Tie" Awards evening will be held in the restaurant of William Angliss to acknowledge excellence in a broad range of categories.

As well as this; workshops, demonstrations and seminars in business development, new production techniques and new product lines will be conducted throughout the day.

- The Baking Show will be a highlight of the year that you can't afford to miss, so pencil in NOVEMBER 13TH 2008.
- If you are interested in assisting with the planning and operation of the show please contact me.

Garry Higgins

FINE FOOD AUSTRALIA 2008

fine AUSTRALIA food

The Association will be showcasing its' new services at this year's Fine Food Australia Show starting on the 22nd of September. We will also be providing a Bakers Brekky at the show with special guest speakers. More details later or on www.finefood.com.au

NEW BIAV PRESIDENT
Meet Andrew O'Hara

Andrew was born in New Zealand. After leaving school he commenced a bread baking apprenticeship at Gardner's Bakery in South Auckland. He attended Christchurch Polytechnic, qualifying as a baker in 1986.

Once qualified Andrew spent the next five years learning his trade working in small, craft bakeries around Auckland. During this period he also started to learn about the art of making cakes and pastries.

In 1991 he immigrated to the United Kingdom where he worked for Sally Clarke. Here he met a number of interesting and inspiring people including Phillippa Grogan. The Head Baker at Clarke's, Didier Deguille, was an excellent teacher and mentor from whom Andrew learnt a lot. During his tenure at Clarke's, Andrew attended Slough University studying London City and Guilds.

From there Andrew briefly returned to New Zealand before crossing the Tasman to work for Phillippa in her new business. Andrew understood the style of product Phillippa was after and, as they say, the rest is history. The growth of the business was challenging and exciting, and again the learning was intense, but very rewarding.

Andrew's particular area of interest is in traditional baking methods working with both yeasted and sourdough breads. In the past two years Andrew has become a committee member with the BIAV and has become involved in mentoring projects in Victoria. Training is becoming more of a focus for Andrew, who is keen to help young bakers and people interested in baking to learn and develop new skills. Phillippa and Andrew regularly do baking demonstrations at different venues around Melbourne.

Overseas sponsorship casestudy

Our experience with sponsoring someone from overseas has been both worthwhile and frustrating. We had advertised intensely through websites and media to attract a baker. After spending in excess of $3,500 in advertising and six months trying to attract a baker we were no closer to attracting someone who was prepared to commit to our team. There was also a pressing need to give our head baker time off so that we did not burn him out.

We had to weigh up the options of continuing with advertising or sponsoring someone from overseas. We wanted to employ someone from the local area or neighboring suburbs. During this time we consulted one of the top hospitality recruitment agencies (once again a expense exercise) to fulfill his position while having time off. This person was totally incompetent and after a three day contract this had to be terminated after one day.

After making the decision to sponsor someone from overseas we needed to find out how to initiate the 457 application process. Luckily we had become friends with Lindsay Anderson who teaches at William Angliss. He regularly goes overseas to conduct classes to qualified bakers/pastry chefs to Australian standards. He put us in contact with one of the agencies which help in the sponsoring of candidates. We found once this contact was made, we were given details on potential employees. After selection of the potential employee contracts were exchanged and signed and sponsorship agency fees were required.

Having selected the employee the process was both time consuming and arduous. We had to show that the business was viable and could support a new employee. This involved providing projected income to demonstrate the sustainability of the business. In addition we needed to demonstrate that existing staff would not be disadvantaged by providing current staff training programs and the ongoing commitment to staff development. This was achieved by explaining the training processes that were in place.

The other factors that need to be addressed when sponsoring someone from overseas are:

- Accommodation needs to be within the vicinity of employment.
- All services to the accommodation need to be active. (Gas, Electricity, Phone.) These services will need to be in your name as they have no status when they arrive in Australia.
- Religious and cultural needs.

When this venture first started we were told from date of signing contract you would have you baker within 3 months. It was 7 months before the baker finally arrived in Australia. The Baker had also been told of the 3 months and faithfully resigned from his employment only to find he had no employment for 4 months. During this waiting period we were constantly in contact by email.

Meeting Van at Tullamarine Airport was extremely challenging with only a small passport photo to recognise him and he did not have a photo of us.

We can only say having Van and his family (wife and three children) he has become a asset to the business and has given our head baker new and refreshed ideas which will ultimately enhance the bakery.

I would recommend to anyone looking at sponsorship to research process and give it a go!

I am happy to provide detailed information to anyone who is seriously considering sponsoring an overseas baker.

By: Carol Harvey
Manager Kinglake Bakery

Leading Edge is proud to be the Official Bakery Media Publication for the BAKING INDUSTRY ASSOCIATION OF VICTORIA