



# SCOTTISH BAKER



Vol. No. 162

Scottish Association of Master Bakers  
Incorporating SAMB and  
The Scottish Bakery Training Council



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## CHIEF EXECUTIVE'S REPORT

I am going to devote most of my report this month to one very important issue – the National Minimum Wage.

We are currently in the midst of our annual negotiations with USDAW reviewing bakery wages for 2004. Although the talks are continuing I can tell you that discussions have yet again been dominated by the influence of the Minimum Wage. By law from 1 October this year all your staff must be paid at least at these minimum hourly rates:

For adults over 22 -	£4.85
18-22	£4.10
16-18	£3.50

The JIC settlement, when we arrive at an agreement, will be fully compliant with the legal requirements.

The Minimum Wage is clearly having a massive impact on our Industry, both at the lower wage bands but on differentials throughout the wage scales. Baking is not alone in this experience and there is increasing unease about the rates and the “one size fits all” approach, regardless of differing economic conditions across the UK. For the first time we see the business community seriously consider the merits of introducing regional minimum rates, perhaps a rate for Scotland appropriate to the labour market here. Others’ vision of regional rates is unfortunately limited to only a London weighting (£6 per hour) with the rest of the country applying the normal rates.

The Low Pay Commission will shortly be asked by the Government to evaluate the operation of the minimum wage and to review the current levels. To give background to this review the LPC has approached the SAMB for a detailed assessment of how the NMW has impacted on Scottish bakers. We want to submit a well researched and powerful response highlighting the realities facing Scottish bakers and to do that we will need your help.

Specifically, can we have your views on the following issues:

- The impact of the minimum wage on your lowest wage levels, distinguishing between roles and occupations.
- What has been the impact on differentials (1) for more experienced staff in the same job; (2) for higher-grade staff. If you have taken action to maintain differentials, what is the highest rate that has been increased;
- Can you calculate the direct and indirect (through differentials) impact of the minimum wage on your total wage bill. How much has the wage bill increased as a % of the total wage bill.
- What changes have you made to the the total benefits package for staff as a result of the minimum wage, for example, bonuses, overtime rates, pensions, provision of meals or accommodation;
- What has been the impact of the Minimum Wage on overall employment levels or the number of hours worked.
- Do you have a view on the impact of the minimum wage on prices and or profits;
- Can you explain other ways, in which your business has funded or offset the cost of the minimum wage, for example reducing investment for capital expenditure.

If necessary we will treat your responses as confidential. Please make the effort to assist us in this very important project. For the small businesses that make up our membership we must get the Minimum Wage on a more sensible footing.

Some significant dates for your diaries. I understand there will be a very significant Scottish representation at the Baking Industry Awards 2004 at the Grosvenor House Hotel, London on 20 September. Regions 3 & 5 are pleased to announce that they will host this year’s Presidential Dinner Dance on Saturday 12th March 2005, at Dunblane Hydro. Details of both from Atholl House.



## TREASURERS TREASURES

Reflection in retirement

July and August are the months when Grandparents see more of their 'little treasures' than normal due to the school holidays. Milly still has the car sticker "If I'd known grandchildren were this good I would have had them first!"

An understandable quote for babies, toddlers, infants and even early days at school, grandchildren. But 10/12 years old and budding teenagers?! Pass the valium!

Even patient coaching by Papa on the golf course gets swept aside by ambitious lads losing their cool as they expect to be little Tiger Woods after only a handful of games. Our correspondent Juliet often refers to men's domination of and devotion to, the remote control. Do you have grandchildren Juliet? If so your poor man will never get near it.

TV has a lot to answer for – the 9pm watershed seems to have disappeared and children now are far too familiar with programmes they should know nothing about. With so many having TV's in bedrooms it must be difficult for present day parents to fully monitor viewing.

Is TV one of the false idols we are warned about in the bible? Is the 23<sup>rd</sup> psalm now outdated? Is the following a more appropriate version for the current generation?

The TV is my shepherd, I shall not want  
It makes me lie down on the sofa  
It leads me away from the faith  
It destroys the soul  
It leads me in the path of sex and violence  
For the advertisers sake  
Yea tho I walk in the shadow  
Of my responsibilities  
There will be no interruption  
For the TV is with me  
Its cable and remote control  
They comfort me  
It prepares a commercial before me  
In the presence of my worldly knowledge  
It anoints my head with sexism  
And consumerism  
My covetousness runneth over  
Surely laziness and ignorance  
Shall follow me all that days of my life  
And I shall dwell in the house  
Watching soaps forever



The youngsters of today have too much to contend with and too much pressure to cope with. I can remember in the 50's reading George Orwell's 1984, and the threat that 'Big Brother would be watching us'. With all the street cameras, speed cameras and mobile phone cameras this prediction is coming true, but thanks to telly so is the converse and we can watch Big Brother!

But back to Grandchildren, are they not special? Tears and tantrums wiped away with a cuddle. And these are just mine! Only joking of course. When do the schools go back?

### Signs of our times

Thanks to readers who appreciated my observation powers on retail signs in Edinburgh these are a few more.

On a bin lorry in Dalkeith:  
"Yesterday's Meals on Wheels"



At the new Royal Infirmary on Gynaecologist's Office door: "Dr. Jones, at your cervix".

On a Plastic Surgeon's Office door:  
"Hello. Can we pick your nose?"

On Maternity labour ward door: "Push, push, push".

On one side of a Plumber's truck:  
"We repair what your husband fixed".

On the other side:  
"Don't sleep with a drip. Call your plumber".

Pizza shop slogan:  
"7 days without pizza makes one weak".

Kwik-Fit caption:  
"Invite us to your next blowout".



Accident Recovery Company:  
"We don't charge an arm and a leg. We want tows."

## **REGIONAL NEWS**



### **Region 2**

#### **Dinner Dance**

Regions 1 and 2 Dinner Dance will be on Saturday 2<sup>nd</sup> October 2004 in the Marriot Hotel, Overton Circle, Dyce, Aberdeen, Tel 01224 770 011, Fax 01224 722 347.

Special Room Rate of £50 per room bed & breakfast, two people sharing. £45 per single room bed & breakfast.

This is an excellent Hotel with leisure facilities.

The renowned Alex Sutherland's Broadcasting Dance Band will provide the music.

Curling may be arranged at the nearby Curling Rink on Sunday morning or perhaps Saturday afternoon.

To avoid disappointment book your room now by contacting the Hotel direct.

#### **Meeting**

A meeting has been arranged for Wednesday 25<sup>th</sup> August 2004 in the Skean Dhu Hotel, Farburn Terrace, Dyce, Aberdeen at 2.30pm.

The meeting will start with a presentation on Speciality Breads by Ireks a company which manufacture concentrates, for use in the Baking Industry.

This will be followed by a normal business meeting. Items on the Agenda will include:

Rising Costs  
Wage Statement  
Minimum Wage  
Christmas & New Year closing  
Forthcoming Dinner Dance (2<sup>nd</sup> October)  
Family Weekend (8<sup>th</sup>-9<sup>th</sup> January 2005)  
A.O.C.B

All members are invited. Please attend as the meeting will be very beneficial to you and your business.



### **Region 5**

#### **Presidential Dinner Dance**



The Presidential Dinner Dance will be held on Saturday 12<sup>th</sup> March 2005 at Dunblane Hydro. Full details to follow.

#### **Joint Golf Competition**



Please note that the annual golf match between Region 3 & 5 has been arranged to be played on Sunday 19<sup>th</sup> September at Charleston Golf Course

Bacon rolls & coffee have been organised for 9 o'clock with tee-off times between 10.06 and 10.33am. The match will be followed by high tea and prize giving.

Further details to follow, all interested parties should contact Stuart Deuchar for No 3 Region – tel 01382 826 124 and Andrew Chisholm for No 5 Region tel 07774889880.

#### **No 5 Region Fishing Competition**

No 5 Region's popular annual fishing outing will again be held at Forth Valley Angling Association, Linlithgow Loch, one of Scotland premier trout fisheries has allocated a number of boats for our exclusive use on Sunday 12<sup>th</sup> September.

PLEASE BOOK BY SATURDAY 28<sup>TH</sup> AUGUST AS NUMBERS ARE LIMITED.

#### **Programme for the day**

8.30 am Assembly at fishing Lodge, at Linlithgow Loch - tea, coffee and bacon rolls will be served

9am. to 4pm Catch lots of fish

4.30 pm Celebration meal and presentation of superb prizes in Four Mary's Restaurant and Bar Linlithgow - super menu for restoring lost energy

Total cost meals and fishing £25 per person

Those interested should contact David Graham on 07775755647.



## Want to do something different?

Why not come along to No 5 Region's latest event? No it's not the AGM or a Demonstration! Well what is it?

It's a visit to Mary King's Close, Edinburgh.

Be frightened out of your wits as you walk through a maze of hidden streets and closes. Meet some of the characters of the past as they come alive (No 5 take note) and re live their experiences as you are guided round the city as it was in 1635. There's lots more too, so why not come along and find out more about your ancestors. Who knows there may be a baker lurking among them. Numbers are restricted to the first 20 reservations.

The Date: Saturday 25th 2004

The Time: 7.45pm for 8.00pm

The Place: Mary King's Close - entry through Warristons Close, High St, Edinburgh

The Cost: £8.70 per head

Those interested should contact David Graham on 07775755647.



### Baking Awards

Congratulations to Aulds of Greenock and Wm Stephens of Dunfermline on becoming finalists in the Centenary Baker of the Year category. This recognition is well deserved by two excellent companies.

### AA MEMBERSHIP



Is your AA Membership ready for renewal?

If it is, or even if it's not, remember that the preferential rates joining through the Association's Fleetwide Scheme can save you lots of money.

One member has recently saved £120 by registering his 4 vehicles through the SAMB scheme rather than paying the companies membership to the AA.

Contact Atholl House for further details.



## Region 6

### Golf Day



Our Golf Day, which is open to all the Bakery trade, will take place at Dalmilling Club Ayr on **Tuesday 7<sup>th</sup> September**, the 1<sup>st</sup> Tee being booked from 2.00pm.

Cost is £13 for golf and £8.50 for High Tea.

Those wishing to participate should contact Fay Somerville at Atholl House, tel 0131 229 1401.

### Committee Meeting

Committee Members are reminded that there will be a Committee Meeting on Wednesday 1st September at the Abbotsford Hotel, Ayr at 1pm. Any apologies should be made to Alistair McLay tel 01292 471 211.

### Date for your Diary

It is proposed to hold a Region 6 Burns Supper on Saturday 29th January 2005 so be sure to mark the date in your diary. The cost will be around £26 per ticket or corporate table of 10 for £25 per head. Further details will follow in the near future.



## MARKETING REALLY SIMPLE IH

### The "Lift" Speech

Selling is all about establishing and using the right contacts. You can achieve excellent results via a good networking conversation. But how do you do this? Words are precious – don't waste them. Networking is a buzz word but simply means using your "network" of contacts to your best advantage.

### The preparation

A network conversation isn't a special kind of conversation; it's the way you handle it that makes it special. After all, you're never given a second chance to make a first impression! Network conversations require no specific preparation. What you need is a "catchy" opener that compels other people to listen. Find out those events, conferences (especially at Peebles), receptions, regional meetings etc where you could meet prospects and schedule them carefully.

## Establishing contacts



So there you are at a reception, where various groups of people are talking. How can you “break into” their conversation without being rude?

Show an active attitude: don’t hide your hands in your pockets but use them actively and have them ready to shake someone’s hand.

Make eye contact with the people participating in the discussion and listen to what they’re talking about.

During a natural break in the conversation, introduce yourself to the person you’ve made eye contact with.

Next, introduce yourself to the other participants in the conversation.

Make a meaningful remark relating to the conversation then join in.

**Note.** Never enter into a conversation without first “tasting” what its all about. This will prevent embarrassing and out-of-place remarks.

**Tip.** Networking with a colleague or business acquaintance is often more effective than acting on your own. You can introduce people who don’t know each other, and establishing new contacts is often easier.

### Introduction

After making the first contact, you’ll have to introduce yourself. To do this assume you’re standing in a lift when an old acquaintance enters. He/she asks what you’ve been up to of late (this can mean what do you have to offer?) and you have six floors or 30 seconds at your disposal to answer. What do you say? Have a so-called “lift speech” ready can help. For example:

How about “I am selling health and freshness these days. Not for me the bland long shelf life products of a supermarket. We bake and sell daily using the best ingredients. Anything not sold at the end of the day is classed as waste. Craft Bakery is the market leader in fresh wholesome food. Here is my card, come and sample for yourself”.

**Tip.** Prepare a “lift speech” so that it lasts no longer than 30 seconds. Detail your activities and make it clear to the listener how they can benefit. Begin your speech in a light-hearted way for instance with a slogan: “I deliver your healthy eating needs”.

### And next?

Exchange business cards with other people immediately. This makes both sides clear on who they are talking to. Now you can start exchanging information.

**Note.** In networking, the thing is to get to know as many new people as possible. This will not work if you keep hanging around the same people too long.

**Tip.** Apply the “five minute rule”: never talk to somebody for more than five minutes. If you discover sufficient reasons to continue the conversation, suggest calling the following day to make an appointment.

**A well considered and easy-to-grasp 30-second “lift speech” helps your prospects discover how useful you can be to them. It is an excellent method for establishing contacts efficiently. More importantly you and your products will have registered strongly with potential future customers.**

## EMPLOYMENT LAW



### NATIONAL MINIMUM WAGE FOR HOMEWORKERS

Small firms must prepare for the new “rated output work” system, to be introduced later this year, or risk facing heavy fines and compensation claims from homemaker employees.

From October 2004, employers must pay “output workers” – those paid by piece produced or task performed and whose hours of work are not controlled by their employer – either the National Minimum Wage (NMW) or a fair piece rate based on the new system.

This could affect the pay of thousands of homeworkers as well as piece rate workers in the packaging and manufacturing industries, and will mean paying a rate derived from the total amount of time it takes an average worker to complete the task.

### LORD RULES ON DISABLED RIGHTS



House of Lords

The House of Lords has ruled that an employer has a duty to make reasonable adjustments for people who become unable to do their job due to disability including, where necessary, offering them an alternative post.

The case concerned Mrs Archibald, who was unable to pursue her job as a road sweeper for Fife Council after surgery left her able to walk unaided.

Under Fife Council’s redeployment policy, she applied unsuccessfully for over 100 posts in various council departments. In March 2001, the Council dismissed her on the ground of capability. The Council subsequently employed her as supervisor at a local community centre.

Mrs Archibald complained she had been discriminated against on ground of disability and that her employers had failed to comply with a duty to make a reasonable adjustment under section 6 of the Disability Discrimination Act.

The Disability Rights Commission, which supported her claim, argued that her appointment as a supervisor proved that she was capable and she lost substantial earnings by not being transferred to a suitable job at the time she became disabled.

Mrs Archibald's claim was rejected by an employment tribunal, an Employment Appeal Tribunal and the Scottish Court of Session. The Court of Session ruled that a duty to make reasonable adjustments for disabled people was not triggered by a worker becoming physically incapable of carrying out a job. It also said transfer to a different job was not a reasonable adjustment.

The House of Lords has now overturned that decision and referred the case back to the employment tribunal!

### **NEW NON – AGEIST APPLICATION FORM**

The Employers Forum on Age (EFA) has created a new application form that excludes all information concerning age.

The form includes sections on personal details (name, address, etc) employment history, qualifications and personal development but does not ask for dates on these parts of the form. Details of race, gender, and age are entered on a separate equal opportunities monitoring form that should not be read by the person selecting the candidates!

### **DTI LAUNCHES LONG HOURS CONSULTATION**



The Department of Trade and Industry has launched a consultation on the UK's opt-out of the Working Time Directive.

The opt-out allows individuals to choose to work for longer than 48 hours a week and to sign a voluntary opt-out agreement with their employers.

Some parties have raised concerns that individuals are being pressured into signing opt-out agreements.

Views on the operation of the opt-out will be taken into consideration as part of the European Commission's review of the directive.

Employment Relations Minister, Gerry Sutcliffe, said the Government was committed to retaining the opt-out but was also determined to ensure it was being used correctly.

The DTI has not produced any proposals but has suggested three main areas for discussion:

**Making sure workers have a real choice about long hours.**

**Making sure people are protected while they are working long hours.**

**Making sure people know their rights.**

The closing date for the consultation is 22<sup>nd</sup> September 2004.

### **EU WORKERS OFFERED ADVICE**



The Employment Relations Minister Gerry Sutcliffe has said that workers from the new EU Member States coming to the UK in search of work must be protected from unscrupulous employers.

Speaking at the launch of two guidance leaflets – one on employment rights and one on taxation responsibilities – designed for potentially vulnerable workers, Mr Sutcliffe asserted that it is unacceptable for overseas workers to be treated unfairly.

“We need to make sure all those who wish to come and work in the UK are aware of their employment rights and responsibilities, and know exactly who to turn to if they have concerns about their employment situation,” he said.

“Workers coming to the UK from all the EU Member States have the same rights as UK workers. They can help fill important roles where there are often skills or labour shortages, but it is simply unacceptable for any workers to be treated unfairly.”

The leaflets have been produced for Polish and Lithuanian nationals and will provide guidance specific to each country and other general advice on working in the UK.

They will include Government departments and agencies that can help when things go wrong.

Information on employment rights can be found at the DTI website; [www.dti.go.uk](http://www.dti.go.uk).

## Statutory Disciplinary Procedures

Members are reminded that the final version of the Employment Act (Dispute Resolution) Regulations 2004 will come into force on 1 October 2004.

Companies who do not have proper disciplinary and grievance procedures or fail to put these procedures into operation for employees who have been employed for one year or more will be seen as automatically acting unfairly if they dismiss an employee without going through the proper procedures.

If an employee brings a case of unfair dismissal against the company and the employee wins the case and the company is seen to have acted automatically unfair there will be an award over and above the basic unfair dismissal award of between 10 & 50%.

To protect your company from automatically unfair dismissal put proper procedures into operation at the start of employment, give the new employee a contract and a staff handbook, have regular, say six weeks meetings to monitor the employees progress in settling in. If you identify a potential problem deal with it. Full details of the new legislation are included with this issue.

## TRAINING AND EDUCATION

### Teachers' TV to be launched in early 2005

The go ahead has been given for Teachers' TV, with the School Standards Minister David Miliband today announcing that the new digital television channel will launch early next year.

The channel is an innovative method of using television to raise standards in the classroom, and is being funded by the Department for Education and Skills (DfES). Teachers' TV is Europe's first channel dedicated to those who work in schools, and it will be a key part of the Government's drive for personalised learning.

The channel is editorially independent, and will carry programmes on training and development, resources for the classroom and education news. The channel will be on air 24 hours a day, and will be supported by an extensive website and interactive service.

The decision to launch Teachers' TV follows a pilot study carried out by Ipsos UK. The evaluation involved more than a thousand teachers, classroom assistants, head teachers and governors watching 45 sample programmes over a period of six weeks. Results clearly endorsed the channel proposition and the channel scored highly against key objectives.

Editors Note: This could be useful if there is a careers section included

## INDUSTRIAL RELATIONS



### How far is enough?

**The disability Discrimination Act (DDA) obliges you to make reasonable adjustments where a disabled person may be at a substantial disadvantage compared with others. How far does case law show you really have to go?**

### Changes afoot

Under current legislation, the duty does not apply if you have less than 15 employees. But be aware that on October 1, 2004, this exemption goes – all employers will be obliged to make adjustments. Additionally, the duty does not apply if you didn't know or couldn't reasonably have been expected to know that the person was disabled. However, case law has shown you can't use ignorance as a defence – particularly if there are obvious indications that the person may be suffering from a disability, e.g. long-term absence.

### Proper assessment

If a person is acknowledged as being disabled you are under a duty to obtain a proper assessment of their condition including the effect of the disability on the person and ability to perform their work; physical features of the workplace; and the steps which might be taken to reduce or remove the disadvantages to which the person is subjected (following the case of **Mid-Staffs NHS Trust v Cambridge, 2003**). These steps might include e.g. providing alternative suitable work, changing workload, providing suitable work aids and altering working hours.

**Warning.** Failure to make a proper assessment or to make reasonable adjustments could result in unlawful discrimination. It's important that a procedure is established with effect from October. The burden of proof will be on you to show that you did not lawfully discriminate.

### A defence!

The DDA does enable you to justify direct discrimination if the reason for it is both immaterial to the particular case and substantial. What this means is that how far you have to go many depend on the size of your business and the costs associated with the adjustments.

**Tip.** To avail yourself of this "defence" you first need to assess your duty to make the adjustments and if cost is a factor to have investigated whether external funding (grant aid) was available. Following the Cambridge case, if you do not do this, you'll have failed in your legal obligations.

## Prevention better than cure

You should only ever consider relying on justification as a last resort. Better to avoid a claim in the first place. Following the tips below will help to ensure that you do not fall foul of the law.

### Tip 1.

If you know about a disability, e.g. a hearing impairment, discuss with the employee what adjustments would help. Obtaining a medical/occupational health report is advisable.

### Tip 2.

At least consider all possible options to accommodate the needs of the person. Make a note of this – records are crucial.

### Tip 3.

If the cost is disproportionate, look at whether external financial support is available.

### Tip 4.

Conduct return-to-work interviews following periods of sick leave. This will help to identify any employee who may be suffering from a disability-related illness and so remove the argument that you “should reasonably have known”.

### Tip 5.

Where adjustments have been identified and agreed, review their effectiveness on a regular basis, e.g. every six months. Record your findings.

**You first need to assess and record the person's position. This will dictate how far you need to go – based on the size of your business and the cost impact the adjustments would have.**



## Readers Letters

Dear Scottish Association of Master Bakers,  
My name is Tracy Dove, and I own Bohemia Bagel in Prague, Czech Republic. We have two stores to which we supply bagels and sandwich bread fresh 3 times daily.

Business is good, and we would like to set up a central bakery from which we could send bakery products to up to 10 stores. We are looking for a master baker or assistant to help us set up and run the facility for approximately 6 months until the bakery can run itself. If you have anyone interested in this opportunity, please contact me through SAMB.

Sincerely  
Tracy Dove

## Six months in Prague

*Do we have any master bakers willing to spend six months in Prague? If so please contact the editor or Fay Somerville.*

### WHAT'S IN A NAME...?

*There be of them, that have left a name behind  
(Ecclesiasticus)*



D. Crockett

## Davy Crockett

Davy, Davy Crockett  
King of the wild frontier.

The hero of many American folk tales, Davy Crockett was a frontiersman, soldier and politician. He was born in Tennessee in 1786. During the Creek War of 1813-14 he served as a scout under Andrew Jackson, and after the war he became a Justice of the Peace in Tennessee. His judgement as a JP was based on what he called ‘natural born sense instead of law learning’, and he proudly boasted that none of his decisions was ever reversed. Somebody suggested to him in fun that he should run for Congress. So he did, and he was elected for three terms –1827-9, 1829-31, 1833-5, - becoming known as the ‘coonskin Congressman’ because of his love of hunting. He was a prodigious hunter of bears and claims to have killed more than a hundred in nine months.

He lost his seat as a Congressman because of his opposition to the policies of President Jackson and then decided to go to Texas to defend the Alamo, a fortified mission in San Antonio. During the Texas rebellion against Mexico in 1836, the Texan army under William B. Travis was besieged at the Alamo by the Mexican army. After a thirteen-day bombardment, the Mexicans gained entrance and every Texan defender – 187 of them – was killed in hand-to-hand combat, Davy Crockett among them. Almost immediately after he was killed he was made into a folk hero who was fearless and capable of anything. And Davy's place in folk legend is probably due to a popular series of pamphlets known as the *Crockett Almanacs*, which were brought out by various publishers. These contained tall stories about Crockett and other frontier heroes including Kit Carson and Daniel Boone.



## Dr Fell

I do not love thee, Dr Fell,  
The reason why I cannot tell;  
But this I know, and know full well,  
I do not love thee, Dr Fell.



Dr John Fell (1625-86) was born near Abington in Berkshire. At the age of eleven he entered Christ Church College, Oxford. In 1647 he was ordained, and later became dean of Christ Church.

As dean he governed the college strictly, restoring its buildings and reforming its discipline. In 1670 he expelled Thomas Brown, an unruly student. But he was kind hearted, and immediately relented, saying that he would remit the sentence if Brown could give him an impromptu translation of Martial's 32<sup>nd</sup> epigram: *Non amo te, Sabidi, nec possum dicere quare; hoc tantum possum dicere, non amo te* – I do not like thee, Sabidius, but I cannot say why; I only know I do not like thee.

Thomas Brown straightaway made his facetious translation, shown above. Fortunately Dr Fell had a sense of humour. He kept his word and remitted the sentence of expulsion.

Six year after this incident, Dr Fell was made Bishop of Oxford without having to give up his deanery. He had been made dean of Christ Church and royal chaplain at the Restoration in reward for having served in the Royalist army and maintaining Anglican services at Oxford throughout Cromwell's commonwealth.

This same Dr Fell was interested in typography and is also remembered for his generosity in presenting the University Press with his huge collection of type which contained punches and matrices of various founts, including Arabic, Syriac, Coptic and the famous 'Fell' Roman.

## Equipment for Sale

450 30x18x1 three sided baking trays 14g, very good condition, surplus to requirements- £2.75 per tray

Also 200 of the same average condition at £2.00  
**Contact Keith or Robert at Irving's Bakery on 01556 504 162**

Rondo Cutting Table £ 1200.00  
**Contact Raddy / Brian on 0141 336 7755**

Oddy Pinner/Moulder - excellent condition £1200  
Mono Automatic BDM reasonable offers considered  
**Contact Jim Johnston - 01542 832 024**

8" aluminium sponge tins good condition 50 Offers  
Assorted bread tins 800 & 400 gm phone  
Café seating units 4 seaters & 2 seaters with integral table (blue) free to good home  
**Tel: 01387 261970 and 264850**  
**Mobile: 07885 146 960**  
**Express Bakery**

Mono Bread Molder	£300
Electro-Dahlen 3 Deck x 2 Tray	£900
Free Standing Pastry Brake	£500
6 Burner Gas Cooker	£300
Rondo - Star Semi-Automatic Pastry Brake (New Belts) 22" wide	£2500
Single Bag Spiral Mixer (needs top motor)	£300
Blooget Oven (15 Tray)	£500
Fiat Ducati Van 2.8 TD Fully Lined	£4500

**Contact Pamela Thomson on 01450 371 774**  
**Thomson & Sons Bakers**

D.B.A Delta Automatic Gravity Feed Bread Slicer £1,800  
Automatic Cream Whipper as new never been used £250  
Transport to mainland not a problem.  
**Contact Jean Leask on 01595 693 027**

2 Catering tables (metal, roughly 4' x 3')  
1 trolley with wire wracks  
Any reasonable offer considered  
**Phone Kirsty or Helen at the Garvald Bakery on 0131 337 4965**

1 Record BDM 30 Piece £1,000  
1 Record Spiral Mixer 10  
kilos of dough £1,000  
**Contact Alan Wallace on 01463 798 795**

Hunt Conveyor Pastry Rolling Machine.  
Approximately 8 years old, in excellent working order.  
Offers in the region of £1,200  
**Contact Hamish Johnston on 01334 (St Andrews) 462522 or e-mail [rbs@st-andrews.ac.uk](mailto:rbs@st-andrews.ac.uk)**

# Equipment Wanted

Gas fired real oven – 24-30 pan  
**Contact Mark 01771 644 288**

Gridlap - Z Blade horizontal mixer (Morton or similar)  
 Please telephone or fax details to:  
**Robert Krendler Tel 01506 857 575**  
**Fax 01506 857 644**

3 OR 4 Deck 2 pan oven  
**Contact Jim McLean 0131 316 4188**

# Businesses for Sale

**Sinclair's of Rhynie**  
**Old Road, Strathbogie**

For sale as going concern, turnover 31/1/02 £550,000.  
 Comprising of modern equipment, main bakery and retail shop.

Both leasehold

Price to include all equipment, van and goodwill of business.

**Contact Alan Duffus 01466 799 327**



# DATES FOR YOUR DIARY

## 2004

25	Aug	Wed	Region 2 Meeting at the SkeanDhu Hotel, Aberdeen
1	Sept	Wed	Region 6 Committee Meeting Abbotsford Hotel, Ayr
7	Sept	Tues	Region 6 golf Outing
8	Sept	Wed	SAMB Board Meeting at Atholl House
12	Sept	Sun	Region 5 Fishing Competition at Linlithgow Loch

19	Sept	Sun	Region 5 v Region 3 Golf Competition, Charleston Golf Club
20	Sept	Mon	Baking Industry Awards
25	Sept	Sat	Region 5 Visit to Mary King's Close
28	Sept	Tues	Centenary Club Sector 2 Meeting
2	Oct	Sat	Region 1 & 2 Joint Dinner Dance, Marriott Hotel, Dyce
8 & 9	Oct	Fri & Sat	Irish Conference, Belfast
1	Dec	Wed	SAMB Board Meeting at Atholl House

## 2005

8-9	Jan	Sat-Sun	Region 2 Family Weekend
29	Jan	Sat	Region 6 Burns Supper
5	Feb	Sat	Region 4 & 6 Dinner Dance, Marriott Hotel, Glasgow
23	Feb	Wed	SAMB Board Meeting at Atholl House
12	Mar	Sat	Presidential Dinner Dance, Dunblane Hydro
20	Apr	Wed	SAMB Board Meeting at Atholl House
30 Apr-2May			N A Conference, Harrogate
28-31 May	Sat-Tues		SAMB Conference at Peebles

***Those arranging events are reminded to check that the date for your event does not clash with another SAMB event already booked.***









