

CHAPTER II

ESTABLISHMENT BACKGROUND

2.1 About BRAUD Artisan Bakery



Figure 2.1 BRAUD Artisan Bakery Logo

BRAUD Artisan Bakery started as a small business or micro - bakery back in October 2014, that produces high - quality & authentic artisanal sourdough loaves in Bali. Located in Jl. Pulau Morotai No.45, Denpasar City, Bali, BRAUD Artisan Bakery as a 100% wholesale company have been catering to more than 200 establishments across Bali, from hotels and restaurants to villas and cafes, by delivering freshly baked artisanal sourdough loaves and pastries on a daily basis.



Figure 2.2 Location of BRAUD Artisan Bakery

BRAUD Artisan Bakery offers a variety of country breads, from the original ones such as country white, country rye to signature menus such as Miso Sourdough and Porridge Loaf. They also sell a variety of buns,

croissants and other types of puff pastry. To highlight the concept of artisan bakery, that are natural and simple, BRAUD Artisan Bakery gives each product a rustic touch, starting from the appearance and blend of flavors of the products, which are unrefined and simple, but also warm and inviting. They stick to the basic concept of bread and cake but still present unique twists on new products.

At BRAUD Artisan Bakery, there are 3 divisions which each focus on making their products for BRAUD Cafe and also selling them to many cafes, restaurants, hotels and beach clubs. The bakery division focuses on making products such as sourdough, variety of bun, baguette and another European breads. The lamination division focuses on making products puff pastry-based such as croissants, Pain au Chocolat, Danish, *etc.* Pastry division that focuses on making dessert products such as cheesecake, tiramisu, brownies, *etc.* Orders that come will be processed 1 day before the product reaches the customer. Because all ordered products must be made in advance the day after the order is placed.



Figure 2.3 BRAUD Artisan Bakery's Sourdough

Every day, BRAUD Artisan Bakery produces approximately 2,000 products each from lamination and bakery division, also dozens of products from the pastry division. The factory of BRAUD Artisan Bakery continues to produce breads 24 hours a day except for Nyepi Day and outing activities for employees which are held once a year. The bakery work shift is divided

into 3 working hours, namely at 8 am, 3 pm and 9 pm. For lamination, employees enter at 6 am, 10 am, 3 pm, and 9 pm. As for pastry, employees enter at 8 am and 12 noon.

2.2 Kitchen Brigade, and Job Description

2.2.1 Kitchen Brigade of BRAUD Artisan Bakery

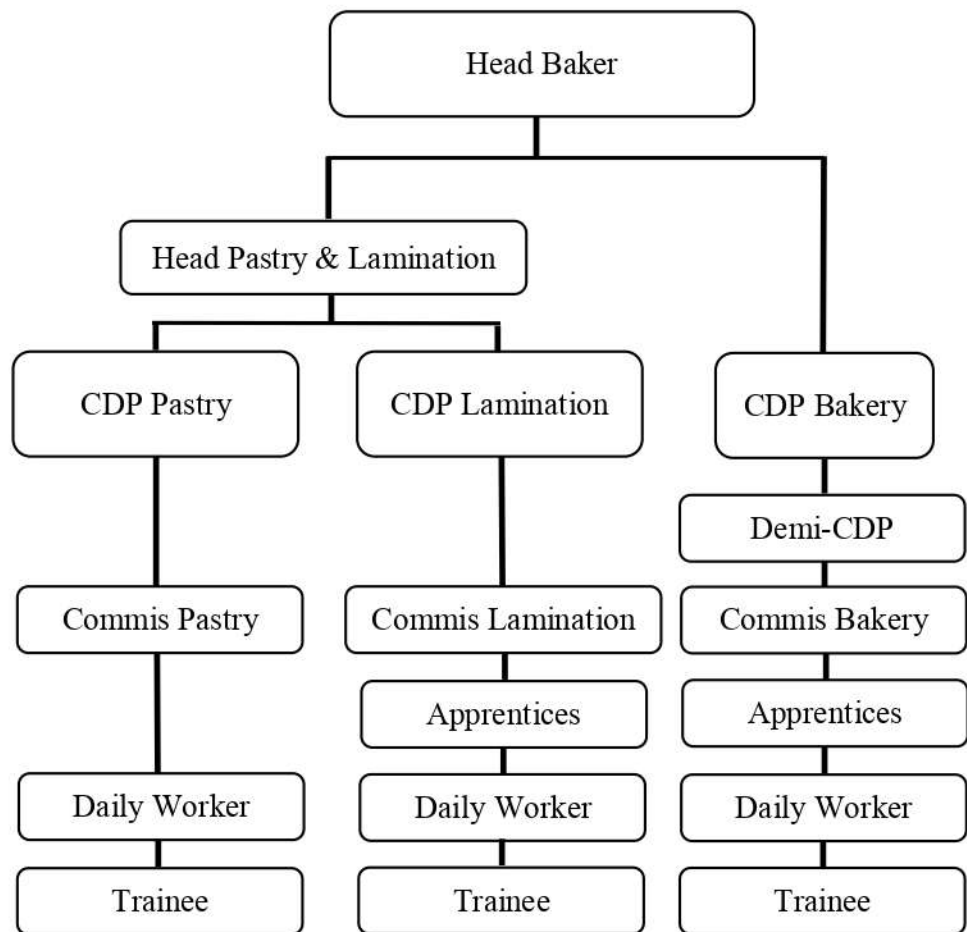


Figure 2.4 Kitchen Brigade of BRAUD Artisan Bakery

2.2.2 Job Description

- Head Baker:
 - Have managerial responsibilities related to production and performance management in all section
 - Supervise and manage bakery department
 - Control the bakery kitchen installation and the maintenance
 - Create new and standard recipe in the menu
 - Develop recipes by considering the food cost
 - Overseeing and maintain sanitation, hygiene, and safety standards
 - Improvise and always evaluate all issues happening in the department
 - Overseeing the daily production of bread and other baked goods at the facility
- Head Pastry & Lamination:
 - Supervise and manage pastry & lamination department
 - Inform the Head Baker when further problems occur between staff or interns
 - Control the pastry kitchen installation and the maintenance
 - Developing and planning recipes by considering the food cost
 - Overseeing and maintain sanitation, hygiene, and safety standards
 - Improvise and always evaluate all issues happening in the department
 - Overseeing the daily production of dessert and other baked goods at the facility

- CDP:
 - Managing all the pastry/lamination/bakery production as indicated in the recipes and methods
 - Ensures that production is efficient and no waste occurs
 - Supervise the staff members
 - Requisitioning material and supplies needed
 - Overseeing and maintain sanitation, hygiene, and safety standards
- Demi-CDP:
 - Helps prepare product in accordance with the standard recipes and specifications
 - Replace the job of the CDP if the CDP is absent
 - Arrange the team schedule for the department
 - Check and requisitioning material and supplies needed
 - Overseeing and maintain sanitation, hygiene, and safety standards
- Commis:
 - Help CDP and Demi CDP with the kitchen production and operation
 - Prepare everything from beginning until the finishing of the products
 - Check and requisitioning material and supplies needed
 - Overseeing and maintain sanitation, hygiene, and safety standards
 - Guide the daily worker and trainee
- Apprentice:
 - Help the leader and staff with the kitchen production and operation
 - Prepare everything from beginning until the finishing of the products

- Overseeing and maintain sanitation, hygiene, and safety standards
- Guide the daily worker and trainee
- Daily Worker: Daily worker is a worker who are paid for their labor per day. Their job desk is no different from apprentice but usually they are workers that still have no experience yet in food and beverages industry before.
- Trainee: Help the staff to prepare the ingredients, the tools, and help the staff in mixing and shaping section

2.3 Personal Hygiene and Sanitation Section

2.3.1 Personal Hygiene and Grooming Standard Before and During Shift

Every employer in food and beverages industry has rules and policies about employee hygiene and grooming. Personal grooming and hygiene are essential when staff handles the food that the customer is going to consume to prevent any contamination and food poisoning in the food. The staff must follow the given basic principles:

- Before entering the work area, employees are required to wear a hairnet, apron and safety shoes.
- Those who have long hair must tie their hair while working. Employees must always wear a hairnet especially in the mixing section, because it is very prone for food to be contaminated with hair.
- Cover cuts, burns, or wounds on the skin to prevent food being contaminated by blood.
- Keep nails trimmed and cleaned
- Do not wear loose jewelry or anything on the wrist.

2.3.2 Sanitation Standard

- The work table and mixing area always have to be cleaned after use.
- General cleaning is always done 2 times a month before the morning shift begin at 7 am. General cleaning includes in cleaning all the equipment, trolley, and chiller in the kitchen.
- The ingredient supplies are received by the purchasing team from the supplier and immediately stored in a dry storage with First In First Out (FIFO) guidelines.