



National Baking
Industry Association

Join Your Baking Industry Association

Your key to a better baking business.

13 Reasons to join

1. **SERVICE** from our experienced staff is just a phone call or email away; we're always here to help.
2. **KEEP UP-TO-DATE** and informed with regular e-newsletters, mailed invitations and our new-look website.
3. **SAVE MONEY!** Minimise staffing and employment issues with our in-house Workplace Relations team.
4. **EDUCATE** yourself and your staff with our Professional Development Centre's workshops and classes.
5. **NETWORK** at our wide spectrum of events ranging from Awards Nights to baking competitions.
6. **PROTECT** your industry and be heard with the combined lobbying strength of the association.
7. **INSPIRE** yourself, learn and re-ignite your passion for the industry with the Australasian Baker Magazine.
8. **DISCOUNT** and save with your Baking Shopper card and benefit from alliances with a variety of businesses.
9. **UTILISE** our fully equipped kitchen or hold meetings in our board room at heavily discounted rates.
10. **ADVERTISE** on our website, in our e-newsletters and in the Australasian Baker at discounted prices.
11. **AFFORDABLE** membership fees; see it as a necessary investment in your baking businesses future.
12. **POSITIVE** exposure for your business via our networks and media channels Australia-wide.
13. **NATIONAL BAKING INDUSTRY ASSOCIATION** is here when you need us most...call today!

To protect, promote,
develop and give a voice
to the baking industry for the future

www.nbia.org.au



**National Baking
Industry Association**

What our members say about us



"Mackies Asia Pacific Pty Limited has been a member of the National Baking Industry Association (NBIA) for many years and we highly recommend that all baking and allied businesses join to reap the many benefits and the support they provide to the industry.

With a dedicated in-house staff looking after us and our business (including an entire industrial relations and membership team), we have found their services to be outstanding. NBIA has long represented and is currently the employer body for the Baking Industry in Australia, and together with the support of the Baking Industry Association Queensland (BIAQ), they play a fundamental role within this industry, offering development, promotion, education, training and protection for us as well as other business owners.

They stand behind their mission statement which is to "provide industry leadership to develop, support and protect the principles of efficiency, quality and best practices in the Baking Industry".

Now that they are truly a national voice in the Baking Industry, has only added to their credibility, in representing the interests of the baker to the Government and other organisations. They go out of their way to promote the Baking Industry, not just on a national basis, but also on an international basis. Their training programs are second to none, and have benefited many bakers throughout the country.

We respect them for their active involvement and futuristic thoughts and "can do" mentality. It is also comforting when dealing with them knowing that they are backed by solid assets, such as the Bread House, which they own and occupy. "

Lars Bryndum, Managing Director,
Mackies Asia Pacific Pty Ltd



Lars Bryndum, Managing Director,
Mackies Asia Pacific Pty Ltd



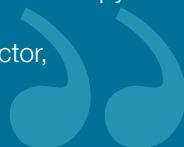
"We have been members of the NBIA for 10 years and would not be without them. The information that the NBIA offer is most valuable, as it is up to date with all the facets of payroll, workplace relations and has many manuals that help with the running of our business. The team at the NBIA are always approachable, their knowledge is reliable and informative and their response time is extremely efficient. The service the NBIA offer is of a very high standard.

We can not emphasise strongly enough how valuable the NBIA is to our business, they give us the confidence of running our business correctly"

**Mark and
Belinda Hobbs**,
Beefy's, Queensland



Mark Hobbs, Beefy's, Queensland



Our Workplace Relations Services are one of the main reasons our members join us...

The Workplace Relations Team of NBIA is a dedicated industrial relations, workplace health & safety and human resources team. Specialists in agreement making and employer advocacy in the Baking and Allied industry, NBIA sets a high standard for expertise and professionalism in the rapidly evolving and complex employment relations arena.

As a member of the NBIA, you benefit from your ability to contact the office with queries regarding employment terms and conditions, compliance with awards, discipline and termination of staff, and similar matters. In addition to your day to day HR & workplace health and safety issues, NBIA can

assist in more complex matters involving representation or detailed advice on a very competitive fee for service basis. WRT services include, but are not limited to the following:

FREE to Commercial & Bakery Members

Telephone and email advice in relation to workplace relations queries:

- Provision of relevant award wage rate sheets
- Interpretations of award terms and conditions
- Advice on employer obligations in the employment arena
- The Federal systems of industrial relations

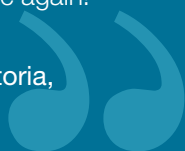
- Information regarding the formal appointment of new staff
- Unfair dismissals and counselling processes for terminating employment in a fair manner
- Unlawful termination
- Recruitment and selection techniques
- Discrimination matters
- Superannuation and Workers' Compensation
- Long service leave calculations
- Policy and Procedures (business, operational and legal) for your workplace.

What our members have said about our Workplace Relations Services



"Thank you so very much for your time on the phone and via emails over the last few days. Your customer service is impeccable and I can't praise your efficiency and service more highly. You have made this "nightmare" from old awards to the modern award extremely less "painful" and more bearable! Thank you once again!"

Simon and Cherrie Arnold,
Brumby's Bakery Strathmore, Victoria,



For a full list of what our Workplace Relations team can do for you, visit:

www.nbia.org.au



Join us

...and feel secure in the knowledge that the Baking Industry Association is looking out for you, your industry and the future of your baking business

With fees starting at \$550 for bakeries (under 19 employees) and \$660 for commercial baking businesses (under 9 employees), membership with the Baking Industry Association is an affordable necessity. For more information on membership call Zoe on **1300 557 022**, email **zoe@nbia.org.au** or visit **www.nbia.org.au**.

play a vital role
development
promotion
education
training
protection
industry



National Baking Industry Association

www.nbia.org.au

Call 1300 557 022

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