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FOOD PREPARATION WORKERS- ANZSCO CODES

3513, 3514 AND 8511

Chefs vs Cooks

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Cooks Vs Chefs

Fast Food Cooks

- quickly prepare food 6(c)
- 6(c) equipment
- 6(c) cooking techniques
- menus 6(c) ;)

Cooks

- prepare and cook 6(c)
- may use ovens, stoves, grills, microwaves, blenders and kitchen utensils such as pans and pots
- menus 6(c)

Chefs

- cook 6(c)
- use a large variety of equipment 6(c)
- more focus on planning and organisatio 6(c)
- 6(c)
- more focus on applying cooking techniques 6(c)
- menus change 6(c)

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Workplace Setting

Fast Food Cooks

- work at eateries and catering businesses such as malls, takeaway stands and fast food franchises i.e. katsubi, sushi pac....
- may take orders behind a counter
- may work with similarly ranked cooking staff (senior and junior)
- may have kitchen hands reporting to them
- report to business owners and/or managers
- waiting services less common in the business

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Cooks

- work in cafes and small food outlets who offer breakfast, brunch, lunch and dinner menus including buffet where food is readily cooked ahead of any customer arriving
- kitchen is not sectioned (hot and cold food section)
- work alongside kitchen managers, and other cooks with similar expertise
- junior cooks report to senior cooks
- usually have kitchen hands reporting to them
- report to the business/ franchise owner or manager
- the food outlet may have food service attendants
- cooks may help out waiters or work at a buffet stand

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Chefs

- work in restaurants (perhaps fine dining), and cafes that offer a la carte menus
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- each chef will be in charge of an area of the kitchen for each service depending on their ranking i.e. head chef may only do the pass and plating during a service
- restaurants serve guests and reserve tables
- restaurants may offer separate space for private and corporate functions with separate menus arranged with the guests
- Head and Sous Chefs may deal with customer complaints directly or in conjunction with Restaurant Managers

Franchised Establishments

- franchised cafes or food may typically employ Cooks

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[Redacted text block]

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Preparation

Fast food cooks

- prepare food 6(c)

Cooks

- order 6(c)
-
- prepare meals 6(c)
- typically order 6(c)
- menus do not change with seasonal availability

Chefs

- cook ingredients from scratch 6(c)
- research and create recipes
- meals require specialist cooking techniques
- menus reflect seasonal availability of ingredients

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Chef Progression

Commis Chef

- entry level position
- learns to apply knowledge gained through qualification or experience in practise
- may rotate from station to station as they learn
- may start on larder station making desserts and some entrees
- needs to adhere to health and safety standards

Demi Chef

- demonstrates some more skills
- may be assigned to a particular production area
- may rotate from station to station
- may look after commis chef

Chef de Partie

- assigned to a particular section in the kitchen i.e Meat, Pans, Hot apps
- may help out other chefs
- demonstrates cooking techniques to others particular to their section
- explains and reinforce health, safety and hygiene standards

Sous Chef

- assists Head Chef
- assist with menu planning, staff recruitment and delegations.
- progressed through hierarchy
- will possibly cook during service or will just plate and send out food after inspection
- may help out other chefs, demonstrate cooking techniques to others and explain and reinforce health, safety and hygiene standards

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Head Chef

- takes overall responsibility of the kitchen
- spends less time actually cooking but more time organising and planning
- they may rely on the sous chef to ensure the cooking standards are met during actual service
- may help out other chefs during prep
- demonstrates cooking techniques to others
- explains and reinforces health, safety and hygiene standards
- reports to the general manager, business or franchise owner and liaises with restaurant manager

Expertise, Techniques and Equipment

Fast food cooks

- not required to demonstrate cooking techniques
- not required to cook according to recipes
- quickly learn how to use deep fryer, microwave, Panini machine, rice cookers or how to roll sushi

Cooks

- may demonstrate simple cooking techniques such as boiling, frying and grilling
- are not specialised in a particular kind of food as a chef might be
- buy pre-made sauces and pre-cut meats, seafood/fish and desserts
- may add further flavouring/seasoning
- work with some fresh ingredients for instance for garnishes and side dishes
- senior chefs may check the quality of the meals produced by others
- senior cooks may calculate food costing but may only apply a flat percentage for labour costs

Chef

- cooking techniques 6(c)
[REDACTED]
- prepare and cook meals using recipes
- cooked from scratch 6(c)
[REDACTED]
- use fresh rather than frozen food - 6(c)
[REDACTED]
- head and sous chefs focus on the planning 6(c)
[REDACTED]
- demonstrate cooking techniques 6(c)
[REDACTED]
- together with restaurant and upper management they discuss promotional activities, issues and costing for labour and food production

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Commis Chefs vs Cooks

- commis chefs are apprentice chefs and typically assist other chefs in the preparation of food
- typically start at the easiest section of the kitchen
- may have no particular specialisation yet (they are in the beginning of their chef career)
- apply simple cooking techniques to start with; however, given the scope the work place offers, a Commis Chef is able to apply his or her learned cooking techniques to other sections in the kitchen as s/he progresses
- commis chefs usually have a clear career progression through the kitchen hierarchy
- cooks do not have same scope and thus remain applying a limited range of cooking techniques

Summary

All occupations may order stock

Chefs

- work in a structured work environment
- apply a wide range of cooking techniques
- use a variety of equipment
- mainly work with fresh ingredients
- design menus incorporating seasonal availability

Cooks

- apply a narrower range of cooking techniques to a variety of meals
- do not specialise in a particular cooking technique 6(c)
- prepare and cook frozen, 6(c)
- may plan menus 6(c)

Fast food cooks

- do not apply any specialist cooking techniques
- use a very limited range of equipment
- learn on the job within a comparatively short time
- food on offer is quickly prepared and quickly consumed
- work with the same menu 6(c)

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ANZSCO Code	85111-Fast food Cook	3514-Cook	351311-Chef
Expertise required	short period of on-the-job training and/ or formal qualification	At least three years of relevant experience and a salary of \$45K or more that may substitute for the formal qualifications at level 4 or above	Relevant level 4 qualification or above, or At least three years of relevant experience
Overall responsibility	prepare a restricted range of foods in fast food establishments	prepare, season and cook food in dining and catering establishments.	plan and organise the preparation and cooking of food in dining and catering establishments.
Duties		may plan menus may estimate food requirements	plans menus estimates food and labour costs
	- stock take and orders of fast food ingredients - may arrange delivery of prepared food and beverages		orders food supplies
	operates cooking equipment such as grills, microwaves and deep-fat fryers	examines foodstuffs to ensure quality	monitors quality of dishes at all stages of preparation and presentation
	prepares food such as hamburgers, pizzas, fish and chips	- prepares and cooks food - seasons food during cooking - regulates temperatures of ovens, grills and other cooking equipment	prepares and cooks food
	washes, cuts, measures and mixes foods for cooking	portions food, places it on plates, and adds gravies, sauces and garnishes	demonstrates techniques and advises on cooking procedures
	takes and serves food and beverage orders, and receives payment from customers	prepares food to meet special dietary requirements	discusses food preparation issues with Managers, Dietitians and kitchen and waiting staff
	cleans food preparation areas, cooking surfaces and utensils		explains and enforces hygiene regulations
		may train other kitchen staff and apprentices	may select and train staff
		stores food in temperature controlled facilities	may freeze and preserve foods
Specialisations	-	-	Head or Executive Chef (also Chef de Cuisine) Sous or Second Chef Chef de Partie Demi Chef Commis Chef

What to look for in a Chef

- planning menus

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- estimating food and labour costs

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- and ordering food supplies

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- monitoring quality of dishes at all stages of preparation and presentation

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- discussing food preparation issues with Managers, Dietitians and kitchen and waiting staff

6(c) [Redacted]

[Redacted]

[Redacted]

- demonstrating techniques and advising on cooking procedures

6(c) [Redacted]

6(c) [Redacted]

6(c) [Redacted]

[Redacted]

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- explaining and enforcing hygiene regulations

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[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

- may select and train staff

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[Redacted]

- may freeze and preserve food

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Café Chef



Establishment: Café seated 25 persons.

Menu: Cooked breakfast (sausages, bacon, hash browns, eggs and toast), eggs-benedict and light meals, including burgers, pizza, wraps, hot dogs, and toasted sandwiches

Equipment: A hot plate and pizza oven. Does not have a stove or deep fryer.

Hierarchy: Four staff members which included a manager/barista/server, a barista/server and two cooks/servers (PA was one of them).

PA's position: *chef de partie*

Reports to: Manager (owner visited once a week)

Tasks: Food preparation, cooking, cleaning, serving, operating the till, stock control and ordering week. Ciabatta and pizza bases were bought ready-made. Eggs-benedict was made with ready-made sauce.

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Café Chef (continued)

Characteristics of the employment and key learnings:

- The title of a position is not determinative – there is no kitchen hierarchy
- Limited range of food items typically offered in the fast food industry
- Limited kitchen equipment
- Many of the base ingredients were purchased ready-made
- Did not appear to substantially perform the ANZSCO tasks that set a Chef apart from a Cook

IPT comments: Even accepting that the appellant has been involved in menu planning, costing (in particular for the new venture), supervising and training some kitchen staff, and ensuring high standards for food production and health and hygiene, the Tribunal finds that her employment does not substantially match that of a Chef. The appellant prepares fast food that does not entail the finer preparation work and skill as required for a Chef. Further, the appellant performs a service role in the cafe, where she operates the till and serves customers, unlike that of a Chef who devotes time predominately to planning and organising food preparation.

IPT number: 200729



Ethnic Chef

Establishment: Thai restaurant seated 55 persons.

Menu: Had a dinner menu and takeaway menu. Dinner menu included entrée (mainly deep fried dishes), soups, mains (curries and stir fries), ducks, seafood, rice and noodles, salad, and vegetarian options. Takeaway menu was similar but with slightly reduced items and prices. Menu was not updated regularly but PA might create specials in order to use the stock on hand.

Equipment: wok, pot, and deep fryer

Hierarchy: Five staff members which included a training manager, an assistant manager, a kitchen manager/waitress (owner 1), a chef (PA), and a kitchen hand (owner 2).

Tasks:

Daily: cut raw meats into pieces, cook curried sauces, cook dishes on the menu

Every two days: cook entrée fillings (e.g. money bags, spring rolls), toast prawns, marinate chicken wings and chick satay

Once a week: cook oyster sauce, sweet and sour sauce, pad Thai sauce and special sauce for Ped Sabai.

Responsible for stock control and ordering. The restaurant didn't order seasonal fruit/vegetables. Fish was purchased fresh from market when on special. Satay sticks, roasted duck, plum sauce, and some ethnic food items were ordered ready-made.

Majority seafood and meat were ordered frozen or pre-cut.

Ethnic Chef (continued)



Characteristics of the employment and key learnings:

- No kitchen hierarchy
- Items on offer did not appear to require a variety or complex cooking techniques
- Not required to demonstrate cooking techniques to junior chefs
- Many of the food items and ingredients were purchased ready-made
- Limited authority in changing menu, purchasing fresh stock, costing and pricing

Conclusion: PA's employment was more aligned with Cook rather than Chef

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Franchise Chef



Establishment: Franchise restaurant offer buffet style dining

Menu: Over 100 items including hot and cold dishes, salads, seafood, meats, vegetables, ethnic foods, soups and desserts. 80% of the menu (including recipes) was determined by head office and 20% by franchise but required approval by head office. Franchises need to follow policy and guidelines set by head office.

Hierarchy: There is a *chef de partie* plus chefs working in the hot section

PA's position: *commis chef* in the cold section

Tasks: The employer or *chef de partie* ordered the majority of stock, and the *chef de partie* was responsible for controlling food costs. PA was in charge of food preparation and presentation for the cold section, supervising and training staff, stocktaking and ordering, delivery checking, designing menus for cold section, monitoring food cost and labour cost accordingly, and actively participating menu design for the hotline.

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Franchise Chef (continued)

IPT comments:

[48] Immigration New Zealand was correct to pinpoint the unlikely co-existence of a Chef role in this particular franchise arrangement, and to find that the appellant's role did not substantially match the ANZSCO description and tasks for a Chef. Notably, the primary point of distinction between a Chef and a Cook in the ANZSCO is the planning and organisation of a Chef in the preparation and cooking of menu items. In essence, the role was performed by the head office which designed the majority of the menu.

[50] While the appellant contributed to estimating food costs, placed orders, monitored the quality of dishes in the cold section, and introduced some new items on the menu, such did not establish any substantial match with the occupation of a Chef. Any recipes she contributed needed to be approved by the head office, and the owner was ultimately responsible for estimating food and labour costs. Further, the appellant's role in demonstrating techniques and advising on cooking procedures and discussing food preparation issues with managers and kitchen staff was limited, given the prescribed menu. While it was claimed that the appellant selected staff, no evidence of this was tendered. She was responsible for placing some orders for supplies. However, this was subject to regulation by the head office which respect to pricing and prescribed suppliers.

Franchise Chef (continued)



[52] The representative submits that as the appellant's role as a commis chef is a junior one, certain ANZSCO tasks predominately performed by senior chefs do not apply. The Tribunal considered that this is not a case where it is called to assess the hierarchical nature of chef roles in respect of the ANZSCO definition. This is because of the particular nature of the franchise, where, irrespective of any chef title an employee may carry, the essence of the chef role (in terms of planning and organising the preparation and cooking of items on the menu) is predetermined and set by the franchise. The appellant did not have the autonomy to perform these characteristic functions of a Chef and it is clear that her role did not rise to the level of skill or responsibility of a Chef within the meaning of the ANZSCO.

IPT number: 201427

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IPT Comments

- NZIPT 202119 – Commis Chef at Sudima Hotel
- *“...the ANZSCO classification of a Chef has a number of distinct specialisations, one of which includes a commis chef. However, the issue is not whether the appellant’s job description labelled his as a commis chef, but whether the tasks he actually performed in his day to day employment substantially matched those of a commis chef. While this position may well be junior to that of an executive chef, sous chef or chef de partie, the essential point is that the person concerned must still be working as a chef. In other words, while the fact the commis chef position may well be a junior one, compared to other specialisations, this does not take it outside the scope of the ANZSCO classification of a Chef”.*
- *“What distinguishes a chef from a cook under ANZSCO, however, is some effective responsibility for planning menus, estimating food and labour costs, and ordering food supplies. A chef also monitors quality of dishes at all stages of preparation and presentation and discusses food preparation issues with managers, dieticians and others. These are not the core tasks of a cook”.*

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IPT Comments

- NZIPT 201427 – Commis Chef at Valentines
- *“The nature of the franchise restaurant was such that 80 per cent of the menu was determined by the head office. All menu items needed to be approved by the head office, and the restaurant was compelled to follow policies and procedures, which were monitored by the head office. The head office issued operational updates on product availability, suppliers and pricing.*
- *Immigration New Zealand was correct to pinpoint the unlikely co-existence of a Chef role in this particular franchise arrangement, and to find that the appellant’s role did not substantially match the ANZSCO description and tasks for a Chef. Notably, the primary point of distinction between a Chef and a Cook in the ANZSCO is the planning and organisation role of a Chef in the preparation and cooking of menu items. In essence, this role was performed by the head office which designed the majority of the menu”.*

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IPT Comments

- NZIPT 202310 – Oceania Care Company Ltd
- *“The ANZSCO description indicates that a Chef holds responsibility for organisational or oversight functions in a restaurant kitchen. The responsibility to make decisions as to what is on the menu and in relation to costs is what differentiates a Chef, from a Cook.*
- *In this case, the appellant’s employer confirmed that the appellant did not have any responsibility for planning menus. This was done by a dietitian at head office who was in charge of the nationwide menu. The appellant worked in one of the business’ 50 retirement villages and rest homes which used this menu. While the appellant was able to give feedback and make suggestion about the menu, changes needed to be approved by the dietitian. The appellant had not ability to make changes herself”.*

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If you are after a good movie about Chef's.....

