

## The commitment within the organization

### Statutory provision number of hours

For pedagogical policy development, the number of locations x 50 hours must be available per year. For the coaching of pedagogical staff, 10 hours per FTE must be available per year. This applies to permanent staff, flexible staff, and agency workers. The reference date for calculating the minimum number of hours for policy development and coaching is January 1st of each year. For the calculation of flexible staff (substitute, on-call, zero-hour, min/max contracts) and agency workers, we use the average deployment of the last three months of the preceding year.

To calculate the statutory minimum number of hours required for pedagogical policy officers/coaches, we use the central government's online calculation tool via <https://www.1ratio.nl/rpb> Below is an overview of the hours required for our organization.

As of January 1, 2025, KidzAhoy will have 2 locations, of which 2.03 FTE is at our after-school care facility De Sluiskade and 13.2 FTE at our day care centre KidzAhoy. Pursuant to the IKK Act, the following is therefore required on an annual basis:

<b>After-school care Sluiskade</b>	
Pedagogical policy development/implementation	50 hours
Coaching pedagogical staff	$2.03 \times 10 = 20.3$ hours
<b>Total</b>	<b>70.3 hours</b>

<b>KidzAhoy Daycare</b>	
Pedagogical policy development/implementation	50 hours
Coaching pedagogical staff	$13.2 \times 10 = 132$ hours
<b>Total</b>	<b>182 hours</b>

### Distribution of hours across the locations

At KidzAhoy, we have 100 hours of staffing per year for pedagogical policy development and 136 hours of staffing for coaching our pedagogical staff.

In 2024, these hours will be distributed across the various locations as follows: Location Daycare

50 hours of pedagogical policy development  
132 hours of coaching

#### Location Out-of-school care

20.3 hours of pedagogical policy development  
136 hours of coaching

<b>Total</b>	<b>100 hours</b> pedagogical policy development	<b>152.3 hours</b> coaching
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When determining the number of coaching hours at the location, we have taken into account, in particular, the professional maturity of employees and teams. Where applicable, consideration has also been given to whether there is a specific individual coaching need at a particular location. In allocating the coaching hours, we ensure that every pedagogical staff member receives some form of coaching.