

ETHO Helsinki - 2019

Technical staff workload management

Abid Qayum

Royal College of Art. London

Liesbeth van de Geest

Willem de Kooning Academy, Rotterdam

Bart Vissers

Royal Academy of Art



Royal College of Art



• • •
Royal
Academy of Art
The Hague

RCA facts and figures

Age: Est. 1837

Programmes: Solely Postgraduate,
(MA, MPhil, MRes & PHD)

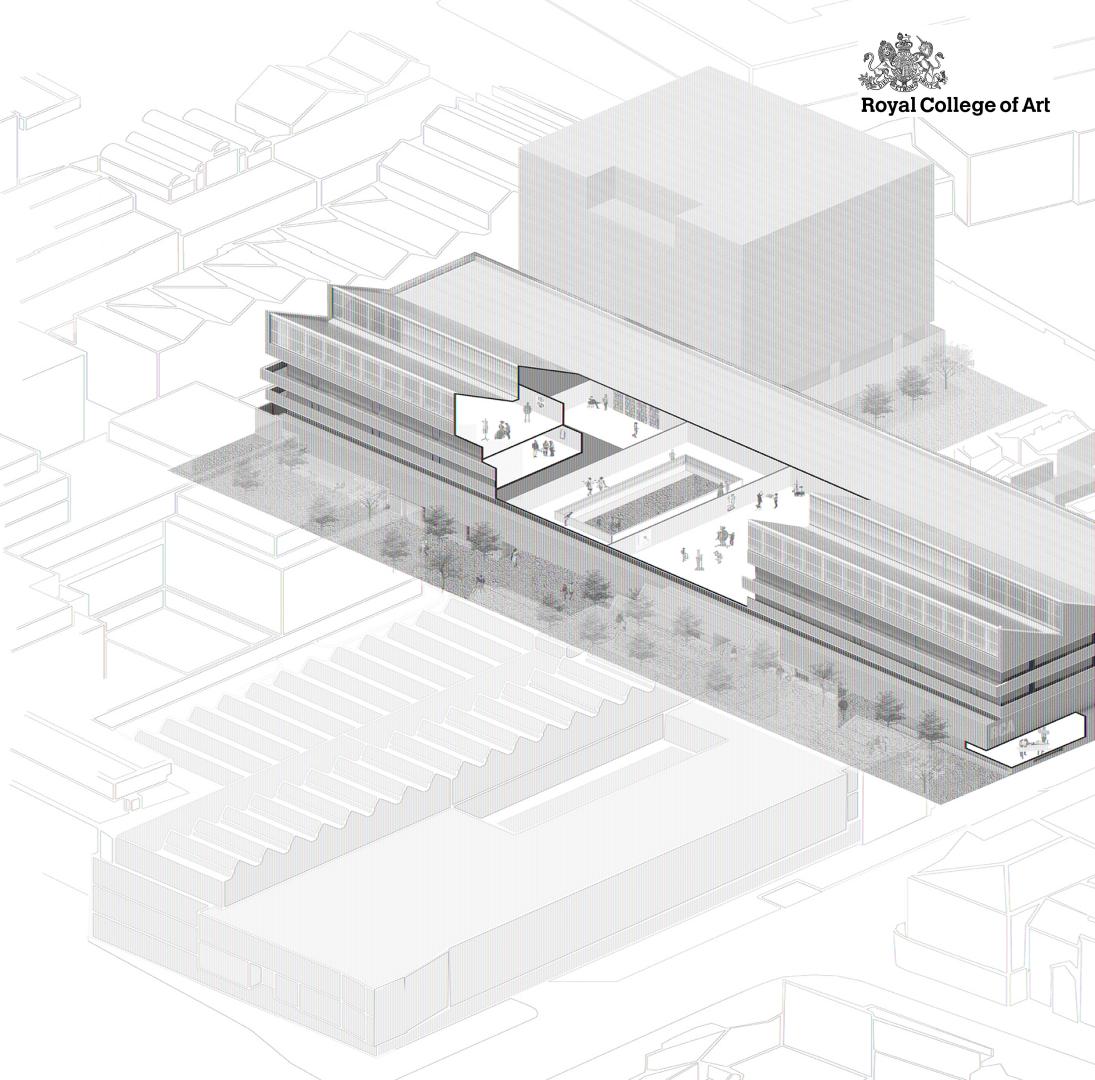
Schools: Architecture,
Communication,
Design
Fine Art & Humanities

Students: 2150
(Average age 28 yrs)

Size: 3 Campuses, 22,000 M²

Staff: 400 total contracted
c. 500 Visiting staff
100 Technica staff (72 FTE)

Chancellor: Jony Ive





**No.1 ART
AND DESIGN
UNIVERSITY**

**5th YEAR
RUNNING**



Types of technical engagement

Size of group

| | | | |
|----------------------------------|---------------------|---|--------|
| Core: Cross college | Open Access support | Technical supervision and monitoring of the workshop. | - |
| | Other core activity | Maintenance, admin, training, etc. | - |
| Defined: User specific | Orientations | General overviews, tours and orientation | 25+ |
| | Inductions | Health and Safety briefing on how to use the workshop spaces and equipment safely; introduction to traffic light system for equipment etc | 15-25 |
| | Technical workshops | Technical skills training, can also include elements of what would otherwise be classified as inductions (above). | 5 - 15 |
| | Negotiated access | Technical consultation, typically one to one format. Red-coded machine operation or output due to H&S risk or specialist technical processes. | 1 |

Course Documentation
Credit Map / Unit
Descriptors

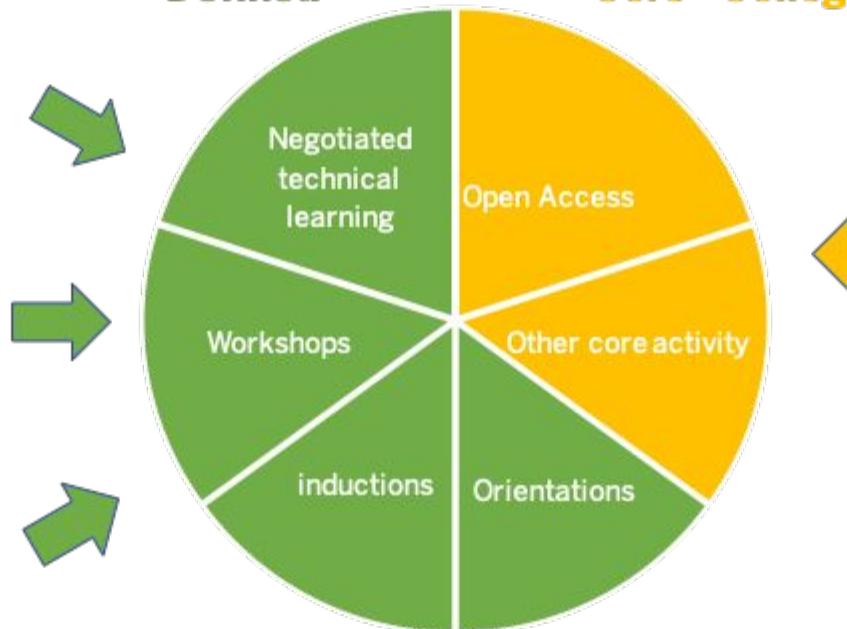
Discussion with
Academic staff
(Expectation)

Discussion with
Technicians
(Workloads)

Timetables

Defined

Core - College wide



Types of services,
workshops, disciplines &
technology.

Layout of space

H&S considerations

MA Interior Design

| | | | |
|-----------------------------------|------------------------------|---|---|
| Orientations (25+) | Proximities 20 Credit | x 3hrs orientation | 3 |
| inductions (15-25) | | x 3hr introduction to workshop | 3 |
| Workshops (5-15) | | x 3hr technical work:x 3hr master class | 6 |
| Negotiated technical learning (1) | | x 1 hr 1:1 | 5 |
| Orientations (25+) | Proximities 20 Credit | x 3hrs orientation | 3 |
| inductions (15-25) | | x 3hr introduction to workshop | 3 |
| Workshops (5-15) | | x 3hr technical work:x 3hr master class | 6 |
| Negotiated technical learning (1) | | x 1 hr 1:1 | 5 |
| Orientations (25+) | Identities 20 Credit | x 3hrs orientation | 3 |
| inductions (15-25) | | x 3hr introduction to workshop | 3 |
| Workshops (5-15) | | x 3hr technical work:x 3hr master class | 6 |
| Negotiated technical learning (1) | | x 1 hr 1:1 | 5 |
| Orientations (25+) | Platform 20 Credits | x 3hr technical work:x 3hr nx 3hr technical workshop | 6 |
| inductions (15-25) | | x 1 hr 1:1 x 1 hr | 6 |
| Workshops (5-15) | | | |
| Negotiated technical learning (1) | | | |
| Orientations (25+) | Independent Research Project | x 3hr technical work:x 3hr nx 3hr technical workshop | 6 |
| inductions (15-25) | | x 1 hr 1:1 x 1 hr | 6 |
| Workshops (5-15) | | | |
| Negotiated technical learning (1) | | | |

| | | | |
|--------------------|--|----------------|---|
| Title: | Studio 1a | | |
| Credits: | 40 | FHEQ Level: | 7 |
| Study hours: | 400 | Contact hours: | <p>Tutorials 5 hrs Crits 14 hrs Lectures 12 hrs Workshops 21 hrs Inductions 21 hrs Study Trips 35 hrs</p> <p>Total 108 hrs</p> |
| Teaching Staff: | <ul style="list-style-type: none"> • All staff • VLS • Technical Services | | |
| Location: | Royal College of Art | | |
| Learning Outcomes: | <p>Students should be able to:</p> <ul style="list-style-type: none"> • Learning Outcome 1 A1 INNOVATION: Develop innovative ideas that challenge their understanding of their practice and discipline. • Learning Outcome 2 A2 CONTEXT: Demonstrate an advanced understanding of historical and contemporary debate and how it relates to their practice • Learning Outcome 3 A4 COMMUNICATION: Effectively articulate and debate the intellectual and technical processes involved in the production of their work. • Learning Outcome 4 B2 EXPERIMENTATION: Experiment in their use of materials, processes and environments in order to translate ideas into practice. • Learning Outcome 5 B3 SKILLS: Display a mastery of the technical skills required in the creation, display and documentation of their work • Learning Outcome 6 C1 INDEPENDENCE: Take responsibility for directing their studies through setting goals and managing time and resources effectively. • Learning Outcome 7 C2 COLLABORATION: Participate as an active, thoughtful and responsible member of a community. | | |

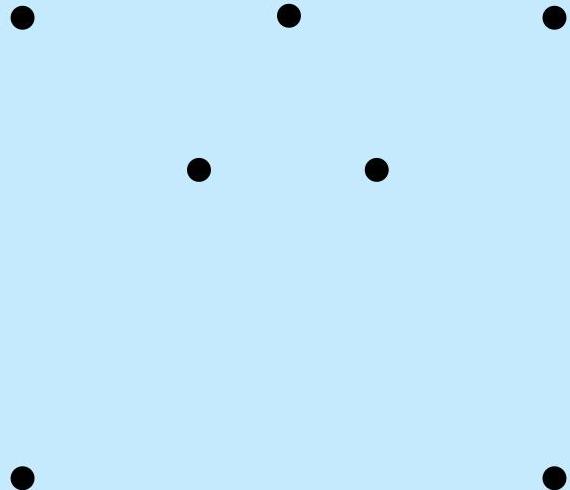
Linking technical contact time for all programmes to Units and Learning Outcomes and outputs:

- Orientations
- Inductions
- Technical workshops
- Individual 1:1 Negotiated access

Welcome

Bart Vissers

Head of Technical Services



Royal
Academy of Art
The Hague

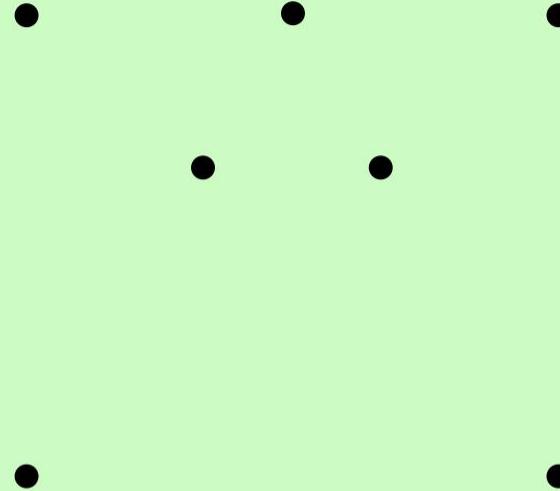
Introduction

15 workshops
01 rental
+ network
30 instructors

average

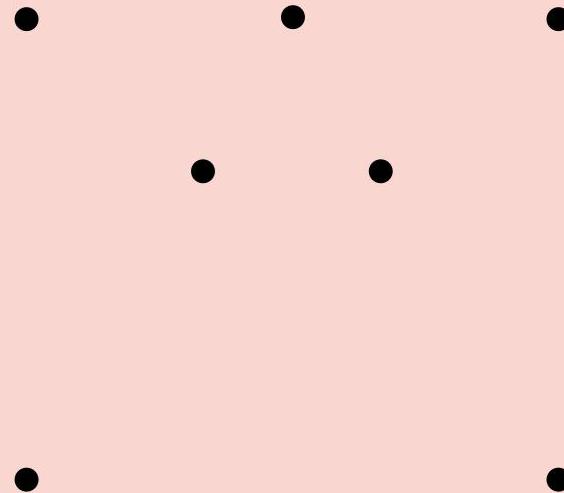
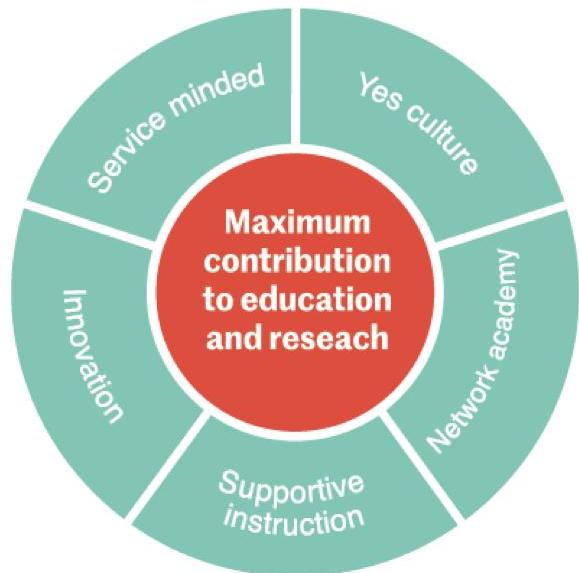
fte 0,52
age 47
employed 11

1000 students art academy
1000 students conservatory

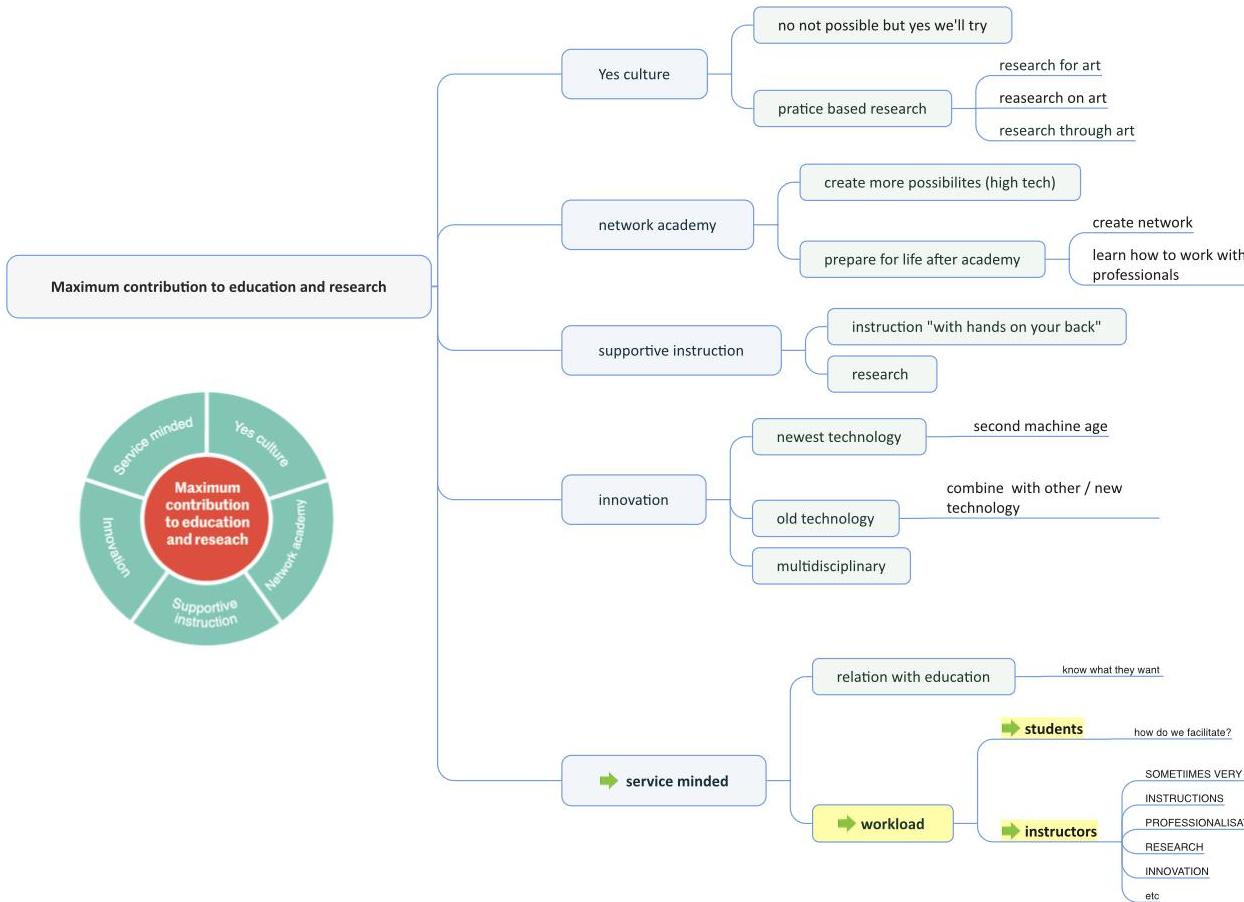


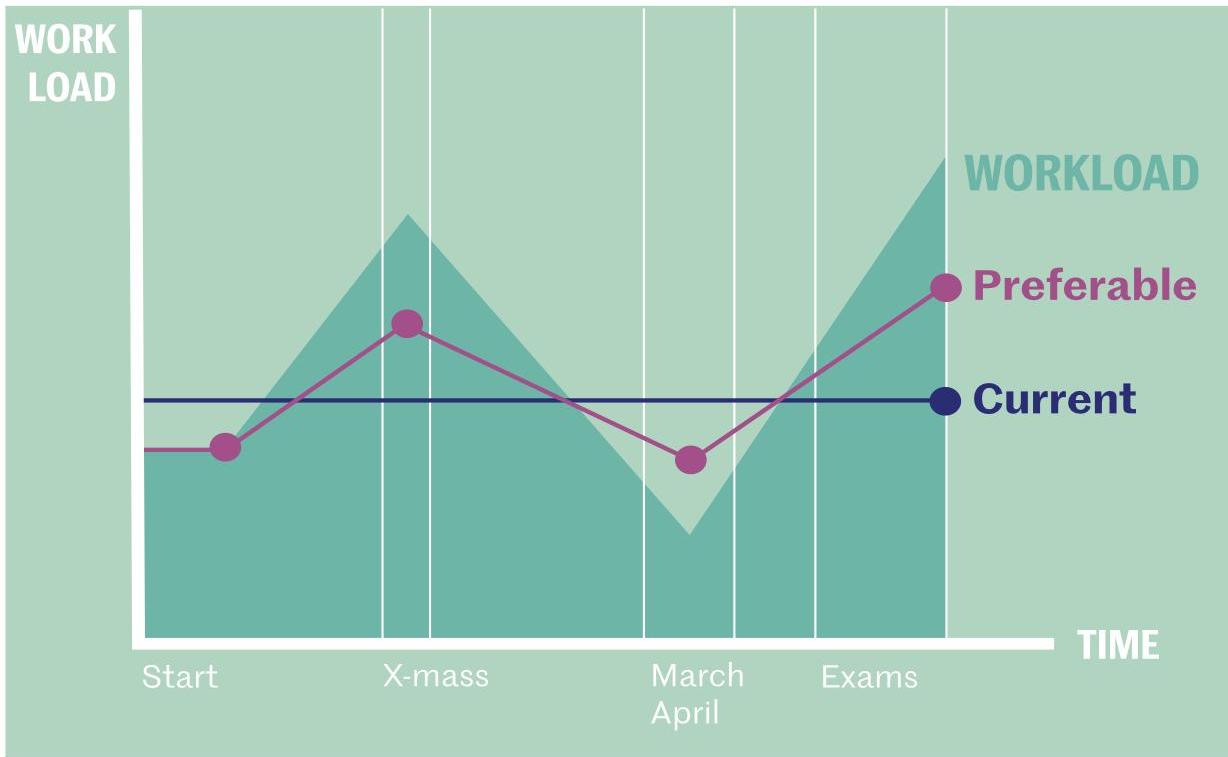
**Royal
Academy of Art
The Hague**

Maximum contribution to education and research



**Royal
Academy of Art
The Hague**





| | dagen | uren | |
|---------------------------|-------|---------|-----------------------------------|
| deeltijdfactor | | 0,7639 | = deeltijdfactor op jaarabasis |
| normjaartak | | 1267115 | fulltime = 1695h |
| restant 16 / 17 | | | |
| te werken in 16 / 17 | | 1267115 | h |
| taterdagen | 3 | 29,30 | h |
| gewerkt volgens rooster | | 1176400 | |
| restant vrij op te nemen | | -61145 | h |
| | | | |
| Duurzame Inzetbaarheid | | 60,00 | |
| Extra DI oudere werknemer | | | |
| Professionalisering | | 40,00 | |



| 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | uur:uu |
|------|------|----|----|------|------|------|------|------|----|------|------|------|------|------|------|----|----|---------|
| 7:30 | 0:00 | | | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | | 112:00 |
| 0:00 | 0:00 | | | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | | 00:00 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | | | | | | |
| 7:30 | 0:00 | | v | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | v | | v | v | | | | | | 112:00 |
| 0:00 | 0:00 | | v | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | v | | v | v | | | | | | 00:00 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | | | |
| 7:30 | 0:00 | | | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | | | 112:00 |
| 0:00 | 0:00 | | | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | | | 00:00 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | | | | | | | | |
| 7:30 | 0:00 | | | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | | | | | | | | | 112:00 |
| 0:00 | 0:00 | | | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | | | | | | | | | 00:00 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | | | | | |
| 7:30 | 0:00 | | | v | v | v | v | v | | v | v | v | | | | | | 84:00 |
| 0:00 | 0:00 | | | v | v | v | v | v | | v | v | v | | | | | | 00:00 |
| | | | | | | | | | | | | | | | | | | 1176:00 |

| totaal | |
|---------------------|-------|
| avond (incl TOD) | p/dag |
| 00:00 | 6:30 |
| 00:00 | 6:30 |
| 00:00 | 7:30 |
| 00:00 | 7:30 |
| 00:00 | 0:00 |
| | 28:00 |

| dagen | | uren | |
|---------------------------|---|---------|----------------------------------|
| deeltijdfactor | | 0,7639 | = deeltijdfactor op jaarbasis |
| normjaartaak | | 1267:15 | alltime = 1659h |
| restant 16 / 17 | | | |
| te werken in 16 / 17 | | 1267:15 | h |
| zaterdagen | 3 | 29:30 | h |
| gewerkt volgens rooster | | 1176:00 | h |
| restant vrij op te nemen | | -61:45 | h |
| Duurzame Inzetbaarheid | | 60:00 | |
| Extra DI oudere werknemer | | | |
| Professionalisering | | 40:00 | |

| overdag | | 0:30 | 0:30 | 1:30 | 1:30 | 0:00 | 0:00 | 0:30 | 0:30 | 1:30 | 1:30 | 0:00 | 0:00 | 0:30 | 0:30 | 1:30 | 1:30 | 0:00 | 0:00 | v | v | v | v | v | v | | | | | |
|----------|---|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| avond | | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | v | v | v | v | v | v | | | | | |
| januari | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | | | | |
| overdag | | v | v | v | v | | | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | | | | | |
| avond | | v | v | v | v | | | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | | |
| februari | | | | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | | | |
| overdag | | | | | | | | 0:00 | | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | | | |
| avond | | | | | | | | 0:00 | | 0:00 | 0:00 | 0:00 | 0:00 | | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | |
| maart | | | | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | | | |
| overdag | | | | | | | | v | | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | | | |
| avond | | | | | | | | v | | 0:00 | 0:00 | 0:00 | 0:00 | | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | |
| april | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | | | |
| overdag | | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | v | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | | | |
| avond | | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | | 0:00 | 0:00 | 0:00 | 0:00 | | | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | v | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | |
| mei | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | | | | |
| overdag | | | v | v | v | | | v | | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | | | |
| avond | | | v | v | v | | | v | | 0:00 | 0:00 | 0:00 | 0:00 | | | 0:00 | 0:00 | 0:00 | 0:00 | | | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | |
| juni | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | | |
| overdag | | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | | v | | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | | |
| avond | | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | | v | | 0:00 | 0:00 | 0:00 | 0:00 | | | 0:00 | 0:00 | 0:00 | 0:00 | | | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 |
| juli | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | | | |
| overdag | | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | v | v | v | v | v | v | v | v | | |
| avond | | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | | 0:00 | 0:00 | 0:00 | 0:00 | | | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | v | v | v | v | v | v | v | v | | |

| Werkdagen | Ochtends | | Middag | | Avond | | totaal | | |
|--------------------------|-------------|-------|--------|-------|-------|------|---------|----------------------|-------|
| | van | tot | van | tot | van | tot | overdag | avond (incl. TOD) | p/dag |
| Maandag | 9:00 | 13:00 | 13:30 | 16:00 | 0:00 | 0:00 | 6:30 | 0:00 | 6:30 |
| Dinsdag | 9:00 | 13:00 | 13:30 | 16:00 | 0:00 | 0:00 | 6:30 | 0:00 | 6:30 |
| Woensdag | 9:00 | 13:00 | 13:30 | 17:00 | 0:00 | 0:00 | 7:30 | 0:00 | 7:30 |
| Donderdag | 9:00 | 13:00 | 13:30 | 17:00 | 0:00 | 0:00 | 7:30 | 0:00 | 7:30 |
| Vrijdag | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 |
| Zaterdag (09:00 - 16:30) | | | | | | | | | |
| Zondag | | | | | | | | | |
| | totaal p/wk | | 28:00 | | | | | | |

| |
|-----------------|
| deeltijdje |
| normjaar |
| restant 16 |
| te werken in |
| zaterda |
| gewerkt volger |
| restant vrij o |
| |
| Duurzame Inze |
| Extra DI oudere |
| Professional |

- vakantie / lesvrij
- verplichte feestdag
- niet in te halen feestdag
- werkplaatsen open zaterda

| KABK 2018/19 | za | zo | ma | di | wo | do | vr | za | zo | ma | di | wo | do | vr | za | zo | ma | di | wo | do |
|------------------|------|------|------|------|------|----|----|------|------|------|------|------|------|----|------|------|------|------|------|----|
| augustus | | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | |
| overdag | | | | v | v | v | | | v | v | v | v | v | v | | v | v | v | v | |
| avond | | | | v | v | v | | | v | v | v | v | v | v | | v | v | v | v | |
| september | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| overdag | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | | 6:30 | 6:30 | 7:30 | 7:30 | | |
| avond | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | | 0:00 | 0:00 | 0:00 | 0:00 | | |
| oktober | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | | |
| overdag | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | | 6:30 | 6:30 | 7:30 | 7:30 | | |
| avond | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | | 0:00 | 0:00 | 0:00 | 0:00 | | |
| november | | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | | |
| overdag | | | | 7:30 | 0:00 | | | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | | 6:30 | 6:30 | 7:30 | 7:30 | | |
| avond | | | | 0:00 | 0:00 | | | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | | 0:00 | 0:00 | 0:00 | 0:00 | | |
| december | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| overdag | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | | 6:30 | 6:30 | 7:30 | 7:30 | | |
| avond | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | | 0:00 | 0:00 | 0:00 | 0:00 | | |
| januari | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | | |
| overdag | | v | v | v | v | | | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | | 6:30 | 6:30 | 7:30 | 7:30 | | |
| avond | | v | v | v | v | | | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | | 0:00 | 0:00 | 0:00 | 0:00 | | |
| februari | | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | | |
| overdag | | | | 0:00 | | | | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | | 6:30 | 6:30 | 7:30 | 7:30 | | |
| avond | | | | 0:00 | | | | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | | 0:00 | 0:00 | 0:00 | 0:00 | | |
| maart | | | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | | |
| overdag | | | | | v | | | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | | 6:30 | 6:30 | 7:30 | 7:30 | | |
| avond | | | | | v | | | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | | 0:00 | 0:00 | 0:00 | 0:00 | | |
| april | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | | |
| overdag | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | | 6:30 | 6:30 | 7:30 | 7:30 | | |
| avond | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | | 0:00 | 0:00 | 0:00 | 0:00 | | |
| mei | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | | |
| overdag | | | | v | v | v | | v | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | | 6:30 | 6:30 | 7:30 | 7:30 | |
| avond | | | | v | v | v | | v | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | | 0:00 | 0:00 | 0:00 | 0:00 | |
| juni | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| overdag | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | | v | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | | 6:30 | 6:30 | 7:30 | 7:30 | |
| avond | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | | v | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | | 0:00 | 0:00 | 0:00 | 0:00 | |
| juli | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | | |
| overdag | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | | 6:30 | 6:30 | 7:30 | 7:30 | | |
| avond | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | | 0:00 | 0:00 | 0:00 | 0:00 | | |

| | totaal |
|-----------------------------|---------------|
| avond (incl. TOD) | p/dag |
| 00:00 | 6:30 |
| 00:00 | 6:30 |
| 00:00 | 7:30 |
| 00:00 | 7:30 |
| 00:00 | 0:00 |
| | |
| | |
| 28:00 | |

| | dagen | uren | |
|---------------------------|-------|---------|----------------------------------|
| deeltijdfactor | | 0,7639 | = deeltijdfactor op jaarbasis |
| normjaartaak | | 1267:15 | fulltime = 16591 |
| restant 16 / 17 | | | |
| te werken in 16 / 17 | | 1267:15 | h |
| zaterdagen | 3 | 29:30 | h |
| gewerkt volgens rooster | | 1176:00 | h |
| restant vrij op te nemen | | -61:45 | h |
| | | | |
| Duurzame Inzetbaarheid | | 60:00 | |
| Extra DI oudere werknemer | | | |
| Professionalisering | | 40:00 | |

| 0:00 | | 0:00 | | 0:00 | | 0:00 | | 0:00 | | 0:00 | | 0:00 | | 0:00 | | 0:00 | | 0:00 | | 0:00 | | 0:00 | | | | |
|------|------|------|----|------|------|------|------|------|----|------|------|------|------|------|------|------|----|------|------|------|------|------|-------|--------|---------|--|
| 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 00:00 | | | |
| 7:30 | 0:00 | | | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | 119:30 | | |
| 0:00 | 0:00 | | | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | 00:00 | | |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | | | | | | | | |
| 7:30 | 0:00 | | | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | | v | v | v | v | v | v | v | | | | | | | 84:00 | | |
| 0:00 | 0:00 | | | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | | v | v | v | v | v | v | v | | | | | | | 00:00 | | |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | | | | | |
| 7:30 | 0:00 | | | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | | 6:30 | 6:30 | 7:30 | 7:30 | | | 112:00 | | |
| 0:00 | 0:00 | | | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | 00:00 | | |
| 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | | |
| 7:30 | 0:00 | | | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | | v | v | v | v | v | v | 84:00 | | |
| 0:00 | 0:00 | | | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | | v | v | v | v | v | v | 00:00 | | |
| 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | | |
| 7:30 | 0:00 | | | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | 112:00 | | |
| 0:00 | 0:00 | | | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | 00:00 | | |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | | | | | | | |
| 7:30 | 0:00 | | | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | | | v | 6:30 | 6:30 | 7:30 | 7:30 | 0:00 | v | | v | v | | | | | 112:00 | |
| 0:00 | 0:00 | | | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | | v | 0:00 | 0:00 | 0:00 | 0:00 | v | | v | v | | | | | 00:00 | | |
| 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | | | | |
| 7:30 | 8:00 | | | 6:30 | 6:30 | 7:30 | 7:30 | 8:00 | | | 6:30 | 6:30 | 7:30 | 7:30 | 8:00 | | | 6:30 | 6:30 | 7:30 | 7:30 | 8:00 | | 144:00 | | |
| 0:00 | 0:00 | | | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | 00:00 | | |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | | | | | | | | |
| 7:30 | 8:00 | | | 6:30 | 6:30 | 7:30 | 7:30 | 8:00 | | | 6:30 | 6:30 | 7:30 | 7:30 | 8:00 | | | | | | | | | 144:00 | | |
| 0:00 | 0:00 | | | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | | | | | | | | 00:00 | | |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | | | | | | |
| 7:30 | 0:00 | | | 6:30 | 6:30 | 0:00 | 0:00 | 0:00 | | | v | v | v | v | v | | | v | v | v | | | | 77:00 | | |
| 0:00 | 0:00 | | | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 | | | v | v | v | v | v | | | v | v | v | | | | 00:00 | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | 1233:00 | |

| Avond | | | | total | |
|-------|-------------|------|---------|---------------------|-------|
| t | van | tot | overdag | avond (incl TOD) | p/dag |
| 00 | 0:00 | 0:00 | 6:30 | 0:00 | 6:30 |
| 00 | 0:00 | 0:00 | 6:30 | 0:00 | 6:30 |
| 00 | 0:00 | 0:00 | 7:30 | 0:00 | 7:30 |
| 00 | 0:00 | 0:00 | 7:30 | 0:00 | 7:30 |
| 00 | 0:00 | 0:00 | 0:00 | 0:00 | 0:00 |
| | totaal p/wk | | 28:00 | | |

| | | dagen | uren | |
|---------------------------|---|-------|---------|-------------------------------|
| deeltijdfactor | | | 0,7639 | = deeltijdfactor op jaarbasis |
| normjaartaak | | | 1267:15 | fulltime = 1659h |
| restant 16 / 17 | | | | |
| te werken in 16 / 17 | | | 1267:15 | h |
| zaterdagen | 3 | | 29:30 | h |
| gewerkt volgens rooster | | | 1233:00 | h |
| restant vrij op te nemen | | | -04:45 | h |
| Duurzame Inzetbaarheid | | | 60:00 | |
| Extra DI oudere werknemer | | | | |
| Professionalisering | | | 40:00 | |



Willem de Kooning Academy Rotterdam University of applied science

 **HOGESCHOOL ROTTERDAM**
*founded in 1773



Bachelor program's in art & design, education and leisure Management

The Piet Zwart institute holds the master program courses in fine art, media design, interior design and education.

RASL: a double degree program which we developed in collaboration with Erasmus University and Codarts

At the moment we have approximately 2200 students (BA/MA)

Stations (workshops): 9

Instructors: 45

Coordinators stations: 6

Studentassistents: 6



Planning of workload

Collaboration Majors and Masters

PAY ATTENTION!
HOURS INCLUDES PREPARATION HOURS

MAANDAG 8 APRIL 2019 t/m VRIJDAG 7 JUNI 2019

| Inhoudslijst bestekken voorbereidingen. Let op de juiste gegeven voorbereidingen. Onderstaande voorbereidingen zijn alleen voorbereidingen voor de leerlingen en studenten van de opleiding. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|--|-------------|--|------------|--|----------------|--|--------------|--|-------|--|------------------|--|--------------|--|------|--|-----------------|--|---------|--|------|--|----------------|--|------|--|------|--|------------|--|------|--|------|--|------|--|----|--|
| STUDENTS NUMBERS (PROGNOSE) | | AV | | ANI | | MODE | | LIFESTYLE | | FOT | | AUT | | GO | | PD | | ILL | | SPATIAL | | ADV | | | | | | | | | | | | | | | | | |
| PERIOD | | 21 | | 24 | | 17 | | 28 | | 34 | | 37 | | 22 | | 40 | | 15 | | 40 | | 20 | | 10 | | 215 | | 132 | | 113 | | | | | | | | | |
| PERCENTAGE HOURS STATIONS PER COURSE | | 47,04 | | 53,76 | | 38,08 | | 62,72 | | 58,24 | | 49,28 | | 49,8 | | 33,6 | | 89,6 | | 44,6 | | 22,4 | | 34 | | 34 | | 34 | | 26,7 | | 26,7 | | 26,7 | | 26,7 | | | |
| TOTAL HOURS | | 76 | | 64 | | 96 | | 61 | | 50 | | 75 | | 168 | | 78 | | 142 | | 40 | | 20 | | 14 | | 23 | | P21 | | P22 | | P23 | | P24 | | P25 | | | |
| FABRIC STATION | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| total hours | | term 2 | | hours left | | Bikker, G | | 108 | | 76 | | Meer van der, CC | | 37,2 | | 5,2 | | Meer van der, G | | 68,2 | | 36,2 | | Kolk van der M | | 38,4 | | 38,4 | | Coenen, JT | | 57,6 | | 57,6 | | | | | |
| Meer van der, CC | | 37,2 | | 5,2 | | Kolk van der M | | 38,4 | | 38,4 | | Coenen, JT | | 57,6 | | 57,6 | | Elberse, VHM | | 96 | | -7 | | Elberse, VHM | | 96 | | 32 | | 32 | | 32 | | 32 | | 32 | | | |
| Kolk van der G | | 36,2 | | 36,2 | | Kolk van der M | | 38,4 | | 38,4 | | Coenen, JT | | 57,6 | | 57,6 | | Elberse, VHM | | 96 | | -7 | | Elberse, VHM | | 96 | | 32 | | 32 | | 32 | | 32 | | | | | |
| Coenen, JT | | 57,6 | | 57,6 | | Elberse, VHM | | 57,6 | | 57,6 | | Elberse, VHM | | 57,6 | | 57,6 | | Elberse, VHM | | 96 | | -7 | | Elberse, VHM | | 96 | | 32 | | 32 | | 32 | | 32 | | | | | |
| Elberse, VHM | | 96 | | -7 | | Elberse, VHM | | 96 | | 32 | | Elberse, VHM | | 96 | | 32 | | Elberse, VHM | | 96 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | | | | | | |
| Drawing Station | | total hours | | term 2 | | hours left | | Elberse, VHM | | 96 | | -7 | | Elberse, VHM | | 96 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | | | | | | |
| total hours | | term 2 | | hours left | | Elberse, VHM | | 96 | | -7 | | Elberse, VHM | | 96 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | | | | |
| Elberse, VHM | | 96 | | -7 | | Elberse, VHM | | 96 | | 32 | | Elberse, VHM | | 96 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | | | | |
| Drawing Station | | total hours | | term 2 | | hours left | | Elberse, VHM | | 96 | | -7 | | Elberse, VHM | | 96 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | | |
| total hours | | term 2 | | hours left | | Elberse, VHM | | 96 | | -7 | | Elberse, VHM | | 96 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | | |
| Elberse, VHM | | 96 | | -7 | | Elberse, VHM | | 96 | | 32 | | Elberse, VHM | | 96 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | | |
| Drawing Station | | total hours | | term 2 | | hours left | | Elberse, VHM | | 96 | | -7 | | Elberse, VHM | | 96 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | | |
| total hours | | term 2 | | hours left | | Elberse, VHM | | 96 | | -7 | | Elberse, VHM | | 96 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | | | | |
| Drawing Station | | total hours | | term 2 | | hours left | | Elberse, VHM | | 96 | | -7 | | Elberse, VHM | | 96 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | | |
| total hours | | term 2 | | hours left | | Elberse, VHM | | 96 | | -7 | | Elberse, VHM | | 96 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | | |
| Drawing Station | | total hours | | term 2 | | hours left | | Elberse, VHM | | 96 | | -7 | | Elberse, VHM | | 96 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | |
| total hours | | term 2 | | hours left | | Elberse, VHM | | 96 | | -7 | | Elberse, VHM | | 96 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | |
| Drawing Station | | total hours | | term 2 | | hours left | | Elberse, VHM | | 96 | | -7 | | Elberse, VHM | | 96 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | |
| total hours | | term 2 | | hours left | | Elberse, VHM | | 96 | | -7 | | Elberse, VHM | | 96 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | | 32 | |
| Drawing Station | | total hours | | term 2 | | hours left | | Elberse, VHM | | 96 | | -7 | | Elberse, VHM | | 96 | | 32 | | 32 | | 32 | | | | | | | | | | | | | | | | | |

**PAY ATTENTION!
HOURS INCLUDES PREPARATION HOURS**

| STUDENTS NUMBERS (PROGN) | | |
|--|-----------------------|-------------|
| TOTAL PERCENTAGE HOURS STATIONS PER COURSE | | |
| FABRIC STATION | total hours term 2 | TOTAL HOURS |
| Bikker, G | 108 | 76 |
| Meer van der, CC | 37,2 | 5,2 |
| Meer van der, G | 68,2 | 36,2 |
| Kolk van der M | 38,4 | 38,4 |
| Coenen, JT | 57,6 | 57,6 |
| | | |
| DRAWING STATION | total hours term 2 | hours left |
| Elberse, VHM | 96 | -7 |
| Gellings, MC | 120 | 100 |
| Kraaijeveld, GO | 105,6 | 73,6 |
| Pols, S.M. van der | 35,2 | 35,2 |
| Hijden, Timon | 70,4 | 70,4 |
| Galdiermans, M.L.A.M. | 35,2 | 35,2 |
| Hughes, J.A. | 67,2 | 32,2 |
| | | |
| IMAGE & SOUND STATION | total hours term 2 | hours left |
| Boer, M.K. | 144 | 94 |
| Butter, J.M. | 48 | -14 |
| Nieuwoudorp, R. | 52,8 | 52,8 |
| Schop, P.B. | 140,4 | 108,4 |
| Hofland, J.L. | 76,8 | 24,8 |
| Wijs, J.L.J. de | 86,4 | 66,4 |
| Dieliessen, R.M.A. | 96 | -11 |

Planning of workload
Planning hours instructors

| Name | school | FTE | hours (per week) | Hours on an annual basis | Remaining hours |
|---------------------|--------|--------|---------------------|-----------------------------|--------------------|
| Ferrada Mercado, P. | B | 0.8 | 32.00 | 1307.20 | 1307.20 |
| Gillamse, E.M.E. | B | 0.4 | 16.00 | 685.60 | 685.60 |
| Gotz Van Der Vel.S. | B | 0.075 | 2.00 | 855.00 | 855.00 |
| Horn, C.R. | 9 | 0.4000 | 19.47 | 807.60 | 807.60 |
| Koole, G.J. | B | 0.8 | 20.00 | 880.00 | 880.00 |
| Kester, M.R. | B | 0.075 | 3.00 | 1401.00 | 1401.00 |
| Krijnen, N.D. van | B | 0.5 | 20.00 | 805.00 | 805.00 |
| Molendijk, R.B.H. | 10 | 1 | 40.00 | 1600.00 | 1600.00 |
| PAL | | 0.8 | 8.00 | 331.80 | 3.80 |
| | | | | | 2184.40 |

| employees weekly overview | | | | | |
|---------------------------|-------------|-------------|-------------|-------------|------------|
| Name | Monday | Tuesday | Wednesday | Thursday | Friday |
| Ferrada Mercado, P. | 13:00-21:30 | 8:30-17:00 | 8:30-17:00 | 8:30-17:00 | 8:30-17:00 |
| Gallimberti, E.M.E. | 8:30-17:00 | 8:30-17:00 | | | |
| Goetz Van Der Vel, S. | 8:30-17:00 | 16:00-21:30 | | 18:00-21:30 | 8:30-17:00 |
| Horn, C.G. | | | 16:00-21:30 | 8:30-17:00 | 8:30-17:00 |
| Koerber, C. | | 13:00-17:00 | | | |
| Kester, M.H. | 8:30-17:00 | 8:30-17:00 | 13:00-21:30 | 8:30-17:00 | 8:30-17:00 |
| Krimpen, N.L. van | | 8:30-20:00 | 8:30-20:00 | | |

| Name | Employee Weekly Overview | | | | |
|----------------------|--------------------------|-------------|-------------|------------|------------|
| | Monday | Tuesday | Wednesday | Thursday | Friday |
| Fernanda Mercado, P. | 13:00-21:30 | 13:00-17:00 | 8:30-17:00 | 8:30-17:00 | |
| Guilherme E.M.P. | 8:30-17:00 | 8:30-17:00 | | | |
| Gooz Van Der Wet, S. | 8:30-17:00 | 18:00-21:30 | 18:00-21:30 | 8:30-17:00 | 8:30-17:00 |
| Horn, C. | | 13:00-21:30 | 8:30-17:00 | 8:30-17:00 | 8:30-17:00 |
| Kester, C.J. | | 13:00-17:00 | 13:00-21:30 | 8:30-17:00 | 8:30-17:00 |
| Kester, M.R. | 8:30-17:00 | 8:30-17:00 | 13:00-21:30 | 8:30-17:00 | 8:30-17:00 |
| Krijnen, N.G. van | | 8:30-20:00 | 8:30-20:00 | | |
| Noordzij, H.M.H. | 13:00-21:30 | 8:30-17:00 | 8:30-17:00 | 8:30-17:00 | 8:30-17:00 |

| Name | employees weekly overview | | | | |
|----------------------|---------------------------|-------------|-------------|-------------|-------------|
| | Monday | Tuesday | Wednesday | Thursday | Friday |
| Ferraria Mercado, P. | 13:00-21:30 | 13:00-17:00 | 8:30-17:00 | 8:30-17:00 | |
| Usluoglu, E.M.T. | 8:30-17:00 | 8:30-17:00 | | | |
| Goé Van Der Vel, S. | 8:30-17:00 | 18:00-21:30 | | 18:00-21:30 | 8:30-17:00 |
| Horn, C. | | 18:00-21:30 | 8:30-17:00 | 8:30-17:00 | |
| Hoorn, C.L. | | 13:00-17:00 | 13:00-21:30 | | 13:00-17:00 |
| Kester, M.R. | 8:30-17:00 | 8:30-17:00 | 13:00-21:30 | 8:30-17:00 | 8:30-17:00 |
| Krijnen, N.S. van | | 8:30-20:00 | 8:30-20:00 | | |
| Maasberg, H.M. | 13:00-21:30 | 8:30-17:00 | 8:30-17:00 | 8:30-17:00 | 8:30-17:00 |

| Name | Employees weekly overview | | | | |
|----------------------|---------------------------|-------------|-------------|-------------|-------------|
| | Monday | Tuesday | Wednesday | Thursday | Friday |
| Lorraine Mercado, P. | 13:00-21:30 | 8:30-17:00 | 8:30-17:00 | 8:30-17:00 | |
| Osman, E.M. | 8:30-17:00 | 8:30-17:00 | | | |
| Gooz Van Der Wet, S. | 8:30-17:00 | 18:00-21:30 | 18:00-21:30 | 18:00-21:30 | 18:00-21:30 |
| Horn, C.K. | | 18:00-21:30 | 18:00-21:30 | 18:00-21:30 | 18:00-21:30 |
| Wester, C. | | 13:00-17:00 | 13:00-17:00 | 13:00-17:00 | 13:00-17:00 |
| Wester, M.R. | 8:30-17:00 | 8:30-17:00 | 18:00-21:30 | 8:30-17:00 | 8:30-17:00 |
| Koimpen, N.Z. van | | 8:30-20:00 | 8:30-20:00 | | |
| Obando, R.H. | 13:00-21:30 | 8:30-17:00 | 8:30-17:00 | 13:00-21:30 | 8:30-17:00 |

| employees weekly overview | | | | | |
|---------------------------|-------------|-------------|-------------|-------------|------------|
| Name | Monday | Tuesday | Wednesday | Thursday | Friday |
| Ferrada Mercado, P. | 13:00-21:30 | 8:30-17:00 | 8:30-17:00 | 8:30-17:00 | |
| Horn, C.G. | 8:30-17:00 | 8:30-17:00 | 8:30-17:00 | 8:30-17:00 | |
| Goz Van Der Vets, S. | 8:30-17:00 | 18:00-21:30 | 18:00-21:30 | 18:00-21:30 | 8:30-17:00 |
| Horn, C.G. | | 18:00-21:30 | 18:00-21:30 | 18:00-21:30 | 8:30-17:00 |
| Wijnen, G.J. | 13:00-17:00 | 13:00-17:00 | 13:00-17:00 | 13:00-17:00 | |
| Kester, M.R. | 8:30-17:00 | 8:30-17:00 | 13:00-21:30 | 8:30-17:00 | 8:30-11:00 |
| Koerken, N.J. van | | 8:30-20:00 | 8:30-20:00 | | |
| Moerman, R.B.M. | 13:00-21:30 | 8:30-17:00 | 8:30-17:00 | 8:30-17:00 | 8:30-17:00 |

| | Fix hours | | Fix hours | | Fix hours | | Fix hours | |
|---------|--------------------------|--|--|--|---------------------|--|-------------------------------------|--|
| | Research and Development | | Research and Development Remaining hours | | professionalization | | professionalization Remaining hours | |
| 1312,00 | 50,90 | | 50,90 | | 99,82 | | 99,82 | |
| 656,00 | 46,45 | | 46,45 | | 19,31 | | 19,31 | |
| 94,00 | 4,97 | | 4,97 | | 2,00 | | 2,00 | |
| 738,35 | 59,03 | | 59,03 | | 24,23 | | 24,23 | |
| 820,00 | 59,07 | | 59,07 | | 24,38 | | 24,38 | |
| 1435,00 | 101,61 | | 101,61 | | 43,65 | | 43,65 | |
| 820,00 | 116,13 | | 116,13 | | 44,58 | | 44,58 | |
| 1449,00 | 116,13 | | 116,13 | | 48,77 | | 48,77 | |
| 328,00 | 0,02 | | 0,02 | | 0,00 | | 0,00 | |

| Name | schaal | FTE | hours (per week) | Year | Task 1 fte |
|----------------------|--------|--------|---------------------|---------|------------|
| | | | | 1659,00 | |
| Ferrada Mercado, P. | 8 | 0,8 | 32,00 | 1327,20 | 1327,20 |
| Gilijamse, E.M.E. | 8 | 0,4 | 16,00 | 663,60 | 663,60 |
| Gotz Van Der Vet, S. | 8 | 0,575 | 23,00 | 953,93 | 953,93 |
| Horn, C.G. | 9 | 0,4868 | 19,47 | 807,60 | 807,60 |
| Jansen, C.I. | 9 | 0,5 | 20,00 | 829,50 | 829,50 |
| Kester, M.R. | 8 | 0,875 | 35,00 | 1451,63 | 1451,63 |
| Krimpen, N.C. van | 8 | 0,5 | 20,00 | 829,50 | 829,50 |
| Molendijk, R.B.H. | 10 | 1 | 40,00 | 1659,00 | 1659,00 |
| | 6 | 0,2 | 8,00 | 331,80 | 3,80 |
| | | | 213,47 | | |

| Year-Total 1-80 | | | | | | | | | | | |
|-------------------------------|-------------|--|------------------|--------------------------|-----------------|-------------------------------------|------------------------|--------------------------|----------------|--|--|
| Name | school | FTE | hours (per week) | Hours on an annual basis | Remaining hours | Fix hours | Fix hours | Fix hours | Fix hours | Holiday hours outside the regular holidays Remaining hours | |
| Ferrada Mercado, P. | 8 | 0,8 | 32,00 | 1377,20 | 1377,20 | | | | | | |
| Gillamse, E.M.E. | 8 | 0,4 | 16,00 | 693,60 | 693,60 | | | | | | |
| Götz Van Der Vel, S. | 8 | 0,575 | 23,00 | 963,93 | 963,93 | | | | | | |
| Horn, C.G. | 9 | 0,4000 | 19,47 | 807,60 | 807,60 | | | | | | |
| Jansen, C.J. | 9 | 0,4 | 20,00 | 820,00 | 820,00 | | | | | | |
| Kester, M.R. | 8 | 0,875 | 35,00 | 1461,63 | 1461,63 | | | | | | |
| Krimpen, N.C. van | 8 | 0,5 | 20,00 | 820,00 | 820,00 | | | | | | |
| Molendijk, R.B.H. | 10 | 1 | 40,00 | 1680,00 | 1680,00 | | | | | | |
| | 6 | 0,2 | 8,00 | 331,40 | 331,40 | | | | | | |
| | | | | 2154,00 | | | | | | | |
| TERM 1 - 15 WEEKS | | | | | | | | | | | |
| MONDAY - SEPTEMBER 3, 2018 | | | | | | | | | | | |
| TUESDAY - SEPTEMBER 4, 2018 | | | | | | | | | | | |
| WEDNESDAY - SEPTEMBER 5, 2018 | | | | | | | | | | | |
| THURSDAY - SEPTEMBER 6, 2018 | | | | | | | | | | | |
| FRIDAY - SEPTEMBER 7, 2018 | | | | | | | | | | | |
| | | | | | | | | | | | |
| employees weekly overview | | | | | | | | | | | |
| Name | Monday | Tuesday | Wednesday | Thursday | Friday | Working hours Team 1 | Remaining hours Team 1 | Hours / practice support | Station Skills | Individual support | |
| Ferrada Mercado, P. | 13:00-21:30 | 8:30-17:00 | 8:30-17:00 | 8:30-17:00 | | 480,00 | 0,00 | 0,00 | 0,00 | 0,00 | |
| Gillamse, E.M.E. | 8:30-17:00 | 8:30-17:00 | | | | 240,00 | 0,00 | 0,00 | 0,00 | 0,00 | |
| Götz Van Der Vel, S. | 8:30-17:00 | 18:00-21:30 | 8:30-17:00 | 8:30-17:00 | | 240,00 | 0,00 | 0,00 | 0,00 | 0,00 | |
| Horn, C.G. | | | | | | 200,00 | 0,00 | 0,00 | 0,00 | 0,00 | |
| Jansen, C.J. | 13:00-17:00 | 8:30-17:00 | 8:30-17:00 | 8:30-17:00 | | 300,00 | 0,00 | 0,00 | 0,00 | 0,00 | |
| Kester, M.R. | | | | | | 200,00 | 0,00 | 0,00 | 0,00 | 0,00 | |
| Krimpen, N.C. van | 8:30-17:00 | 8:30-17:00 | 8:30-17:00 | 8:30-17:00 | | 300,00 | 0,00 | 0,00 | 0,00 | 0,00 | |
| Molendijk, R.B.H. | 13:00-21:30 | 8:30-17:00 | 8:30-17:00 | 8:30-17:00 | | 600,00 | 600,00 | 0,00 | 0,00 | 0,00 | |
| | | | | | | 120,00 | 0,00 | 0,00 | 0,00 | 0,00 | |
| | | | | | | 360,00 | 0,00 | 0,00 | 0,00 | 0,00 | |
| PLUSWEEKS - 4 WEEKS | | | | | | | | | | | |
| MONDAY - JANUARY 1, 2019 | | | | | | | | | | | |
| TUESDAY - JANUARY 2, 2019 | | | | | | | | | | | |
| WEDNESDAY - JANUARY 3, 2019 | | | | | | | | | | | |
| THURSDAY - JANUARY 4, 2019 | | | | | | | | | | | |
| FRIDAY - JANUARY 5, 2019 | | | | | | | | | | | |
| | | | | | | | | | | | |
| Fix hours | | | | | | | | | | | |
| Research and Development | | Research and Development Remaining hours | | professionalization | | professionalization Remaining hours | | DI hours | | DI hours Remaining hours | |
| 92,90 | | 92,90 | | 39,82 | | 39,82 | | 0,00 | | 0,00 | |
| 46,45 | | 46,45 | | 19,91 | | 19,91 | | 0,00 | | 0,00 | |
| 66,77 | | 66,77 | | 28,62 | | 28,62 | | 0,00 | | 0,00 | |
| 56,53 | | 56,53 | | 24,23 | | 24,23 | | 0,00 | | 0,00 | |
| 58,07 | | 58,07 | | 24,89 | | 24,89 | | 0,00 | | 0,00 | |
| 101,61 | | 101,61 | | 43,55 | | 43,55 | | 0,00 | | 0,00 | |
| 58,07 | | 58,07 | | 24,89 | | 24,89 | | 0,00 | | 0,00 | |
| 116,13 | | 116,13 | | 49,77 | | 49,77 | | 91,00 | | 91,00 | |
| 0,00 | | | | 0,00 | | 0,00 | | 0,00 | | 0,00 | |
| | | | | | | | | | | | |
| | | | | | | 1707,76 | 1444,76 | | | | |
| TERM 2 - 8 WEEKS | | | | | | | | | | | |
| MONDAY - FEBRUARY 4, 2019 | | | | | | | | | | | |
| TUESDAY - FEBRUARY 5, 2019 | | | | | | | | | | | |
| WEDNESDAY - FEBRUARY 6, 2019 | | | | | | | | | | | |
| THURSDAY - FEBRUARY 7, 2019 | | | | | | | | | | | |
| FRIDAY - FEBRUARY 8, 2019 | | | | | | | | | | | |
| | | | | | | | | | | | |
| employees weekly overview | | | | | | | | | | | |
| Name | Monday | Tuesday | Wednesday | Thursday | Friday | Working hours Team 2 | Remaining hours Team 2 | Hours / practice support | Station Skills | Individual support | |
| Ferrada Mercado, P. | 13:00-21:30 | 8:30-17:00 | 8:30-17:00 | 8:30-17:00 | | 180,00 | 0,00 | 0,00 | 0,00 | 0,00 | |
| Gillamse, E.M.E. | 8:30-17:00 | 8:30-17:00 | | | | 90,00 | 90,00 | 0,00 | 0,00 | 0,00 | |
| Götz Van Der Vel, S. | 8:30-17:00 | 15:00-21:30 | 8:30-17:00 | 8:30-17:00 | | 138,00 | 138,00 | 0,00 | 0,00 | 0,00 | |
| Horn, C.G. | | | 18:00-21:30 | 8:30-17:00 | 8:30-17:00 | 114,63 | 114,63 | 0,00 | 0,00 | 0,00 | |
| Jansen, C.J. | 13:00-17:00 | 13:00-17:00 | 13:00-21:30 | 8:30-17:00 | 8:30-11:30 | 180,00 | 180,00 | 0,00 | 0,00 | 0,00 | |
| Kester, M.R. | 8:30-17:00 | 8:30-17:00 | 13:00-21:30 | 8:30-17:00 | 8:30-11:30 | 280,00 | 280,00 | 0,00 | 0,00 | 0,00 | |
| Krimpen, N.C. van | 8:30-20:00 | 8:30-20:00 | | | | 180,00 | 180,00 | 0,00 | 0,00 | 0,00 | |
| Molendijk, R.B.H. | 13:00-21:30 | 8:30-17:00 | 8:30-17:00 | 8:30-17:00 | 8:30-17:00 | 252,00 | 252,00 | 0,00 | 0,00 | 0,00 | |
| | | | | | | 64,00 | 64,00 | 0,00 | 0,00 | 0,00 | |
| | | | | | | 1707,76 | 1444,76 | | | | |
| TERM 3 - 8 WEEKS | | | | | | | | | | | |
| MONDAY - APRIL 1, 2019 | | | | | | | | | | | |
| TUESDAY - APRIL 2, 2019 | | | | | | | | | | | |
| WEDNESDAY - APRIL 3, 2019 | | | | | | | | | | | |
| THURSDAY - APRIL 4, 2019 | | | | | | | | | | | |
| FRIDAY - APRIL 5, 2019 | | | | | | | | | | | |
| | | | | | | | | | | | |
| PLUSWEEKS GRADUATION 6 WEEKS | | | | | | | | | | | |
| MONDAY - APRIL 15, 2019 | | | | | | | | | | | |
| employees weekly overview | | | | | | | | | | | |
| Name | Monday | Tuesday | Wednesday | Thursday | Friday | Working hours Team 2 | Remaining hours Team 2 | Hours / practice support | Station Skills | Individual support | |
| Ferrada Mercado, P. | 13:00-21:30 | 8:30-17:00 | 8:30-17:00 | 8:30-17:00 | | 180,00 | 0,00 | 0,00 | 0,00 | 0,00 | |
| Gillamse, E.M.E. | 8:30-17:00 | 8:30-17:00 | | | | 90,00 | 90,00 | 0,00 | 0,00 | 0,00 | |
| Götz Van Der Vel, S. | 8:30-17:00 | 15:00-21:30 | 8:30-21:30 | 8:30-17:00 | 8:30-17:00 | 138,00 | 138,00 | 0,00 | 0,00 | 0,00 | |
| Horn, C.G. | | | 18:00-21:30 | 8:30-17:00 | 8:30-17:00 | 114,63 | 114,63 | 0,00 | 0,00 | 0,00 | |
| Jansen, C.J. | 13:00-17:00 | 13:00-17:00 | 13:00-21:30 | 8:30-17:00 | 8:30-11:30 | 180,00 | 180,00 | 0,00 | 0,00 | 0,00 | |
| Kester, M.R. | 8:30-17:00 | 8:30-17:00 | 13:00-21:30 | 8:30-17:00 | 8:30-11:30 | 280,00 | 280,00 | 0,00 | 0,00 | 0,00 | |
| Krimpen, N.C. van | 8:30-20:00 | 8:30-20:00 | | | | 180,00 | 180,00 | 0,00 | 0,00 | 0,00 | |
| Molendijk, R.B.H. | 13:00-21:30 | 8:30-17:00 | 8:30-17:00 | 8:30-17:00 | 8:30-17:00 | 252,00 | 252,00 | 0,00 | 0,00 | 0,00 | |
| | | | | | | 48,00 | 48,00 | 0,00 | 0,00 | 0,00 | |
| | | | | | | 1800,00 | 1600,00 | | | | |

| Year Task 1 | | | | | | | | | |
|--|-------------|-------------|---------------------|-----------------------------|--------------------|--|--|--|--|
| 1890 hours | | | | | | | | | |
| Name | shift | FTE | hours (per week) | Hours on an annual basis | Remaining hours | | | | |
| Ferrada Mercado, P. | 8 | 0,8 | 32,00 | 1327,20 | 1327,20 | | | | |
| Gijssens, E.M.E. | 8 | 0,4 | 16,00 | 683,00 | 683,00 | | | | |
| Gotz Van Der Vets, S. | 8 | 0,575 | 23,00 | 963,00 | 963,00 | | | | |
| Horn, G.G. | 9 | 0,4998 | 19,47 | 807,00 | 807,00 | | | | |
| Jansen, C.I. | 9 | 0,3 | 20,00 | 820,00 | 820,00 | | | | |
| Kester, M.R. | 8 | 0,45 | 35,00 | 1400,00 | 1400,00 | | | | |
| Krijnen, N.C. van | 8 | 0,5 | 20,00 | 820,00 | 820,00 | | | | |
| Molenkijk, R.B.H. | 10 | 1 | 40,00 | 1680,00 | 1680,00 | | | | |
| Molenkijk, R.B.H. | 6 | 0,3 | 8,00 | 311,80 | 3,80 | | | | |
| PAL | | | | 2154,40 | | | | | |
| employees weekly overview | | | | | | | | | |
| TERM 1 ~ 16 WEEKS | | | | | | | | | |
| MONDAY, SEPTEMBER 1, 2016 | | | | | | | | | |
| FRIDAY, DECEMBER 23, 2016 | | | | | | | | | |
| Name | Monday | Tuesday | Wednesday | Thursday | Friday | | | | |
| Ferrada Mercado, P. | 13:00-21:30 | 8:30-17:00 | 8:30-17:00 | 8:30-17:00 | | | | | |
| Gijssens, E.M.E. | 8:30-17:00 | 8:30-17:00 | | | | | | | |
| Gotz Van Der Vets, S. | 8:30-17:00 | 18:00-21:30 | | | | | | | |
| Horn, G.G. | | 18:00-21:30 | 8:30-17:00 | 8:30-17:00 | | | | | |
| Jansen, C.I. | | 13:00-21:30 | 8:30-17:00 | 8:30-17:00 | | | | | |
| Kester, M.R. | 8:30-17:00 | 8:30-17:00 | 13:00-21:30 | 8:30-17:00 | 8:30-11:30 | | | | |
| Krijnen, N.C. van | | | | | | | | | |
| Molenkijk, R.B.H. | 13:00-21:30 | 8:30-17:00 | 8:30-17:00 | 8:30-17:00 | | | | | |
| PAL | | | | | | | | | |
| employees weekly overview | | | | | | | | | |
| PLUSWEEKS ~ 4 WEEKS | | | | | | | | | |
| MONDAY, JANUARY 2, 2017 | | | | | | | | | |
| FRIDAY, JANUARY 6, 2017 | | | | | | | | | |
| Name | Monday | Tuesday | Wednesday | Thursday | Friday | | | | |
| Ferrada Mercado, P. | 13:00-21:30 | 8:30-17:00 | 8:30-17:00 | 8:30-17:00 | | | | | |
| Gijssens, E.M.E. | 8:30-17:00 | 8:30-17:00 | | | | | | | |
| Gotz Van Der Vets, S. | 8:30-17:00 | 18:00-21:30 | | | | | | | |
| Horn, G.G. | | 18:00-21:30 | 8:30-17:00 | 8:30-17:00 | | | | | |
| Jansen, C.I. | | 13:00-21:30 | 8:30-17:00 | 8:30-17:00 | | | | | |
| Kester, M.R. | | | | | | | | | |
| Krijnen, N.C. van | | | | | | | | | |
| Molenkijk, R.B.H. | | | | | | | | | |
| PAL | | | | | | | | | |
| Activities hours TERM 1 | | | | | | | | | |
| Activities hours TERM 1 | | | | | | | | | |
| Working hours | | | | | | | | | |
| Term 1 | | | | | | | | | |
| Remaining hours | | | | | | | | | |
| Plusweeks | | | | | | | | | |
| Working hours | | | | | | | | | |
| Plusweeks | | | | | | | | | |
| Remaining hours | | | | | | | | | |
| Activities hours TERM 1 | | | | | | | | | |
| Activities hours TERM 1 | | | | | | | | | |
| Working hours | | | | | | | | | |
| Plusweeks | | | | | | | | | |
| Remaining hours | | | | | | | | | |
| Activities hours Plusweeks | | | | | | | | | |
| Working hours | | | | | | | | | |
| Plusweeks | | | | | | | | | |
| Remaining hours | | | | | | | | | |
| Activities hours Plusweeks | | | | | | | | | |
| Working hours | | | | | | | | | |
| Plusweeks | | | | | | | | | |
| Remaining hours | | | | | | | | | |
| Activities hours TERM 1 | | | | | | | | | |
| Activities hours TERM 1 | | | | | | | | | |
| Working hours | | | | | | | | | |
| TERM 2 ~ 8 WEEKS | | | | | | | | | |
| MONDAY, FEBRUARY 6, 2017 | | | | | | | | | |
| FRIDAY, FEBRUARY 10, 2017 | | | | | | | | | |
| Name | Monday | Tuesday | Wednesday | Thursday | Friday | | | | |
| Ferrada Mercado, P. | | | | | | | | | |
| Gijssens, E.M.E. | | | | | | | | | |
| Gotz Van Der Vets, S. | | | | | | | | | |
| Horn, G.G. | | | | | | | | | |
| Jansen, C.I. | | | | | | | | | |
| Kester, M.R. | | | | | | | | | |
| Krijnen, N.C. van | | | | | | | | | |
| Molenkijk, R.B.H. | | | | | | | | | |
| PAL | | | | | | | | | |
| TERM 3 ~ 8 WEEKS | | | | | | | | | |
| MONDAY, APRIL 3, 2017 | | | | | | | | | |
| FRIDAY, APRIL 7, 2017 | | | | | | | | | |
| Name | Monday | Tuesday | Wednesday | Thursday | Friday | | | | |
| Ferrada Mercado, P. | | | | | | | | | |
| Gijssens, E.M.E. | | | | | | | | | |
| Gotz Van Der Vets, S. | | | | | | | | | |
| Horn, G.G. | | | | | | | | | |
| Jansen, C.I. | | | | | | | | | |
| Kester, M.R. | | | | | | | | | |
| Krijnen, N.C. van | | | | | | | | | |
| Molenkijk, R.B.H. | | | | | | | | | |
| PAL | | | | | | | | | |
| TERM 4 ~ 8 WEEKS | | | | | | | | | |
| MONDAY, APRIL 10, 2017 | | | | | | | | | |
| FRIDAY, APRIL 14, 2017 | | | | | | | | | |
| Name | Monday | Tuesday | Wednesday | Thursday | Friday | | | | |
| Ferrada Mercado, P. | | | | | | | | | |
| Gijssens, E.M.E. | | | | | | | | | |
| Gotz Van Der Vets, S. | | | | | | | | | |
| Horn, G.G. | | | | | | | | | |
| Jansen, C.I. | | | | | | | | | |
| Kester, M.R. | | | | | | | | | |
| Krijnen, N.C. van | | | | | | | | | |
| Molenkijk, R.B.H. | | | | | | | | | |
| PAL | | | | | | | | | |
| PLUSWEEKEN GRADUATION 6 WEEKS | | | | | | | | | |
| MONDAY, APRIL 10, 2017 | | | | | | | | | |
| FRIDAY, APRIL 14, 2017 | | | | | | | | | |
| Name | Monday | Tuesday | Wednesday | Thursday | Friday | | | | |
| Ferrada Mercado, P. | | | | | | | | | |
| Gijssens, E.M.E. | | | | | | | | | |
| Gotz Van Der Vets, S. | | | | | | | | | |
| Horn, G.G. | | | | | | | | | |
| Jansen, C.I. | | | | | | | | | |
| Kester, M.R. | | | | | | | | | |
| Krijnen, N.C. van | | | | | | | | | |
| Molenkijk, R.B.H. | | | | | | | | | |
| PAL | | | | | | | | | |
| Year Task 1 | | | | | | | | | |
| 1890 hours | | | | | | | | | |
| Research and Development | | | | | | | | | |
| Research and Development | | | | | | | | | |
| Remaining hours | | | | | | | | | |
| 1890,00 | | | | | | | | | |
| Professionalization | | | | | | | | | |
| Professionalization | | | | | | | | | |
| Remaining hours | | | | | | | | | |
| 1890,00 | | | | | | | | | |
| Individual support | | | | | | | | | |
| Individual support | | | | | | | | | |
| Remaining hours | | | | | | | | | |
| 1890,00 | | | | | | | | | |
| Station Skills | | | | | | | | | |
| Station Skills | | | | | | | | | |
| Remaining hours | | | | | | | | | |
| 1890,00 | | | | | | | | | |
| coordination administration / workshop maintenance | | | | | | | | | |
| coordination administration / workshop maintenance | | | | | | | | | |
| Remaining hours | | | | | | | | | |
| 1890,00 | | | | | | | | | |
| Research and Development | | | | | | | | | |
| Research and Development | | | | | | | | | |
| Remaining hours | | | | | | | | | |
| 1890,00 | | | | | | | | | |
| professionalization | | | | | | | | | |
| professionalization | | | | | | | | | |
| Remaining hours | | | | | | | | | |
| 1890,00 | | | | | | | | | |
| Holiday hours outside the regular holidays | | | | | | | | | |
| Holiday hours outside the regular holidays | | | | | | | | | |

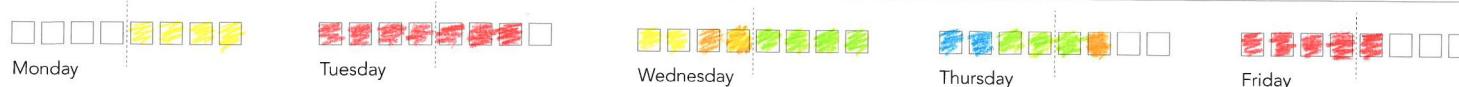
| TABEL | Period 1 | Plusweeks | Period 2 | Period 3 | Period 4 |
|--|----------|-----------|----------|----------|----------|
| SCALE 11 | | | | | |
| Majors / practices support | 75% | 75% | 75% | 75% | 75% |
| Individual support | 0% | 0% | 0% | 0% | 0% |
| coordination administration / workshop maintenance | 15% | 15% | 15% | 15% | 15% |
| Research and development | 7% | 7% | 7% | 7% | 7% |
| professionalization | 3% | 3% | 3% | 3% | 3% |
| | 100% | 100% | 100% | 100% | 100% |
| SCALE 10 | | | | | |
| Majors / practices support | 55% | 55% | 55% | 55% | 55% |
| Individual support | 20% | 20% | 20% | 20% | 20% |
| coordination administration / workshop maintenance | 15% | 15% | 15% | 15% | 15% |
| Research and development | 7% | 7% | 7% | 7% | 7% |
| professionalization | | | | | 100% |
| SCALE 9 | | | | | |
| Majors / practices support | | | | | 45% |
| Individual support | | | | | 25% |
| coordination administration / workshop main | | | | | 20% |
| Research and development | | | | | 7% |
| professionalization | | | | | 3% |
| | | | | | 100% |
| SCALE 8 | | | | | |
| Majors / practices support | | | | | 30% |
| Individual support | | | | | 40% |
| coordination administration / workshop main | | | | | 20% |
| Research and development | | | | | 7% |
| professionalization | | | | | 3% |
| | | | | | 100% |
| STATION COORDINATOREN SCALE 10 | | | | | |
| Majors / practices support | | | | | 20% |
| Individual support | | | | | 40% |
| coordination administration / workshop main | | | | | 7% |
| Research and development | | | | | 3% |
| professionalization | | | | | 100% |



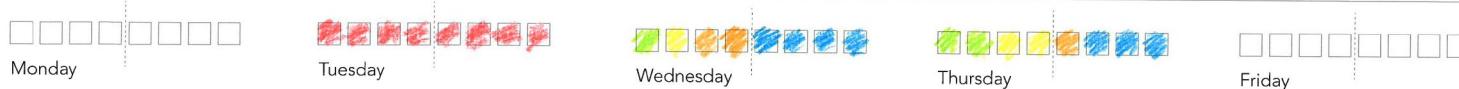
Is this an issue within your organisation?
What are you doing to address this?
What is good practice? Can we learn from each other?

This is the week of: *Christa*

This working week (25 march till 29 march) looks like this:

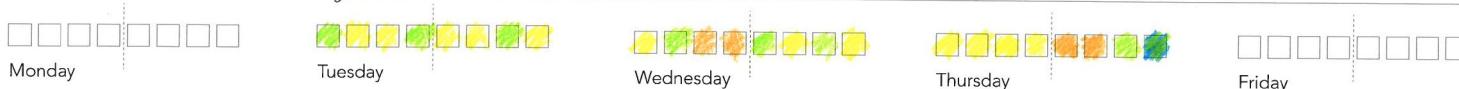


My working week (3 December till 7 December 2018) looked like this:

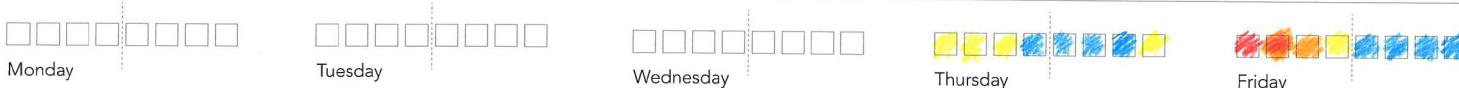


I think my colleague's working week: *Yolm*

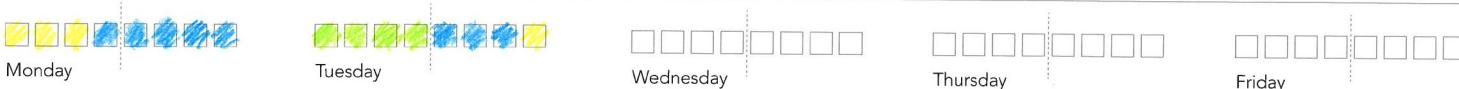
(25 march till 29 march) looks like this:



My ideal working week looks like this:



The WdKA wants my working week to look like this:



- Education (Major, Practices, Stationskills)
- Individual Support
- Organization
- Research
- Professionalization