

MASTER BUILDERS ACT

2026 | 38 HOUR WEEK RDO CALENDAR

The Rostered Days Off (RDOs) calendar on page 3 serves as a guide to help members schedule and accrue RDOs for employees in line with the Building and Construction General On-Site Award 2020 (Award). While the Award allows flexibility in when RDOs are taken or banked, this must be by mutual agreement. The following information is provided as general guidance only—please refer to clause 16 of the Award for full details.

HOW DO RDO'S ACCRUE?

Under clause 16.2 of the Award, employees work 8 ordinary hours per day. Of this, 0.4 hours are accrued daily toward an RDO, while 7.6 hours are paid daily. Over 19 days of ordinary work, an employee will accrue 7.6 hours — equivalent to one RDO.

WHEN CAN AN RDO BE TAKEN?

The Award allows flexibility in when RDOs are taken, including:

- A set day off for all employees every 4-week (20-day) cycle
- Staggered RDOs for different groups within the same cycle
- Any other arrangement agreed upon by the employer and the majority of employees
- The RDO calendar (page 3) includes examples such as:
 1. Taking the RDO on the 4th Monday of the cycle
 2. Aligning the RDO with a public holiday to create a long weekend

All agreed arrangements must be documented in writing and clearly communicated to employees.

WHAT IS AN RDO LONG WEEKEND?

An RDO long weekend is when an RDO is scheduled next to a public holiday to give employees an extended break. These are commonly agreed upon in the industry and are marked on the calendar when they differ from standard RDO days. An RDO long weekend must be by agreement between the parties.



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CAN AN EMPLOYEE BANK THEIR RDO?

Yes. The Award allows an employee to bank up to 5 RDOs to be taken later, if agreed with the employer. Any unused banked RDOs must be paid out upon termination, along with other entitlements. For full details, refer to the Award or contact the Workplace Relations and Advisory team.

ANNUAL CLOSE-DOWN PERIOD

Under the Award, employers can shut down over the Christmas / New Year period and require employees to take accrued annual leave. If leave is insufficient, employees may request to use accrued RDOs, unpaid leave, or take annual leave in advance (if agreed with the employer).

Employers must give at least two months' written notice of the shutdown dates and required leave. Employees must be paid for any public holidays and RDOs that fall during the shutdown. For full details, refer to the Award.

PUBLIC HOLIDAYS

Under the *Fair Work Act 2009* (Cth), employees are entitled to be absent from work on public holidays. Employers may request employees to work, but employees can reasonably refuse based on factors like their role, notice given, or personal responsibilities. Work on public holidays generally attracts penalty rates.

The public holidays for 2026 are listed on page 4.



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JANUARY						
M	T	W	T	F	S	S
			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	29	30	31	

FEBRUARY						
M	T	W	T	F	S	S
						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	

MARCH						
M	T	W	T	F	S	S
						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	29
30	31					

APRIL						
M	T	W	T	F	S	S
		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	29	30			

MAY						
M	T	W	T	F	S	S
				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	29	30	31

JUNE						
M	T	W	T	F	S	S
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
29	30					

JULY						
M	T	W	T	F	S	S
		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	29	30	31		

AUGUST						
M	T	W	T	F	S	S
					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	29	30
31						

SEPTEMBER						
M	T	W	T	F	S	S
	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	29	30				

OCTOBER						
M	T	W	T	F	S	S
			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	29	30	31	

NOVEMBER						
M	T	W	T	F	S	S
						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	29
30						

DECEMBER						
M	T	W	T	F	S	S
	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	29	30	31			

RDO

RDO LONG WEEKEND

PUBLIC HOLIDAYS

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RDO CALENDAR 2026 | 2026 PUBLIC HOLIDAYS

New Year's Day	Thursday, 1 January 2026
Australia Day	Monday, 26 January 2026
Canberra Day	Monday, 9 March 2026
Good Friday	Friday, 3 April 2026
Easter Saturday	Saturday, 4 April 2026
Easter Sunday	Sunday, 5 April 2026
Easter Monday	Monday, 6 April 2026
ANZAC Day	Saturday, 25 April 2026
Reconciliation Day	Monday, 1 June 2026
King's Birthday	Monday, 8 June 2026
Labour Day	Monday, 5 October 2026
Christmas Day	Friday, 25 December 2026
Boxing Day	Saturday, 26 December 2026
Boxing Day Holiday	Monday, 28 December 2026

NEED MORE?

The Workplace Relations Team are here to help and answer any question you may have. The team can be contacted on the details below.

Workplace Relations and Advisory Team

T: (02) 6175 5900

E: workplace@mba.org.au

This sheet is general in nature and may not deal with your particular circumstances. It is not legal advice. If you have any queries regarding the information above or employee entitlements, please contact Master Builders ACT. Master Builders ACT does not accept any legal liability arising from or connected to the accuracy, reliability, currency or completeness of the information in this sheet.