

MASTER BUILDERS ACT

2027 | 38 HOUR WEEK

RDO CALENDAR

FACT SHEET

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. 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 RDOs 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.



Can an employee bank their RDO?

Yes. The Award allow 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.

Public holidays for 2027 are listed on page 4.



MASTER BUILDERS ACT

2027 38 HOUR WEEK RDO CALENDAR

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

MASTER BUILDERS ACT

2027 PUBLIC HOLIDAYS

New Year's Day	Friday, 1 January 2027
Australia Day	Tuesday, 26 January 2027
Canberra Day	Monday, 8 March 2027
Good Friday	Friday, 26 March 2027
Easter Saturday	Saturday, 27 March 2027
Easter Sunday	Sunday, 28 March 2027
Easter Monday	Monday, 29 March 2027
ANZAC Day	Sunday, 25 April 2027
ANZAC Day Holiday	Monday, 26 April 2027
Reconciliation Day	Monday, 31 May 2027
King's Birthday	Monday, 14 June 2027
Labour Day	Monday, 4 October 2027
Christmas Day	Saturday, 25 December 2027
Christmas Day Holiday	Monday, 27 December 2027
Boxing Day	Sunday, 26 December 2027
Boxing Day Holiday	Tuesday, 28 December 2027

