

### 1. Version Control

Version	Date	Author	Approved by	Initial
1	22/03/2024	Ali Kader	Nick Somes	
2	12/08/2025	R. Ridd	Nick Somes	NS

### 2. Purpose

Our application of Rostered Day Off (RDO) aligns with Fair Work Commission guidelines and Enterprise Agreements, the National Employment Standards (NES) and awards.

### 3. Application

This Policy applies to all ecoDynamics employees engaged in working under an instrument that allows for RDOs. This includes the ecoDynamics Mulch and Services Enterprise Agreement 2024, ecoDynamics Landscaping Enterprise Agreement 2024, ecoDynamics Landscaping and the CFMEU EBA 2024-2027, ecoDynamics Services and Mulch and the CFMEU EBA 2024-2027.

Unless provided for in an industrial instrument, ecoDynamics employees cannot accrue for RDOs.

### 4. Accrual of RDOs

RDO accrual entitlements are determined by each industrial instrument.

### 5. Utilisation of RDOs

The utilisation of RDOs is determined by each industrial instrument.

### 6. Calculation of RDO Entitlements

RDO entitlement calculations are anchored in the number of hours worked and are outlined in each industrial instrument.

### 7. Policy Review

The ecoDynamics Group may make changes to this policy from time to time within its complete discretion taking into account the applicable Agreements and Awards that apply.

## 8. Related Policies

- Group Grievance Resolution and Procedure
- Group Leave Policy
- Code of Conduct

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*Please be advised that any amendments to this document require formal authorisation and must be distributed through official channels to ensure it is an approved and correct version.*

*This policy serves as a mandatory directive for all personnel affiliated with ecoDynamics Group, whether employed directly or indirectly. This document is to be regarded as an addition to the other ecoDynamics Group's policy and procedures.*

*Should you require additional information or have inquiries concerning this policy, employees currently associated with ecoDynamic are encouraged to consult the comprehensive resource at <https://www.fairwork.gov.au/> and to engage in discussions with their supervisors or Human Resources*

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