

Welcome to Tax Time 2022! Find out everything you need to know about [this tax time](#) from our Assistant Commissioner, Tim Loh. Plus, we've covered your top questions for [individuals](#) and [businesses](#). Still got questions? [Ask the Community](#).



# atocommunity

ATO Community

## Super on rostered day off

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**SEP** (Newbie)

3 June 2020

How is super paid under the following set up:

Ordinary hours of work will be 38 hours per week, averaged over 52 weeks per year.

Each day an employee works 8 hours or more, 0.4 hours will accrue towards an RDO. The accrual applies to ordinary hours worked.

If an employee reaches max RDO accrual they will be paid OT in place of the RDO So my question is, is super paid on 38 hours each week & on RDO when cashed out or taken as leave? Or is it paid at 40 hours each week?

Reply

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[\(/s/likes?id=a0J9s0000001lp2EAE\)](https://community.ato.gov.au/s/question/a0J9s0000001lp2EAE)

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## 3 Replies

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Most helpful reply



**AngelaG** (Staff)

4 June 2020 (Edited on: 4 June 2020)

Good morning [@SEP \(/s/user?u=SEP\)](/s/user?u=SEP)

A monthly RDO arrangement for a 40-hour week would enable an employee to have a day off every four weeks and spread the payment for that day over their whole pay. Each day an employee would work 8 hours and get paid for 7.6 hours to get one paid day off every 20 days. So to answer your question you would paid super on 40 hours per week.

The minimum super you must pay each quarter for each eligible employee is called the super guarantee (SG). Currently the SG is 9.5% of their ordinary time earnings (OTE).

OTE is usually the amount your employee earns for their ordinary hours of work. It includes things like commissions, shift loadings and allowances, but not overtime payments.

We provide a [checklist \(https://www.ato.gov.au/Business/Super-for-employers/How-much-to-pay/Checklist--salary-or-wages-and-ordinary-time-earnings/\)](https://www.ato.gov.au/Business/Super-for-employers/How-much-to-pay/Checklist--salary-or-wages-and-ordinary-time-earnings/) on our website that you can check out for further information. This checklist is based on *Superannuation Guarantee Ruling SGR 2009/2* (<https://www.ato.gov.au/law/view.htm?DocID=SGR/SGR20092/NAT/ATO/00001>)

which you can access from our legal database.

You will notice that the ruling say that salary or wages received at the ordinary time rate in respect of public holidays, *rostered days off (RDO)* and the like is OTE (refer to paragraph 33).

Hope this helps.

AngelaG



**Most helpful reply**



**AngelaG** (Staff)

4 June 2020 (Edited on: 4 June 2020)

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Reply
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[\(/s/likes?id=a0J9s0000001X90EAE\)](/s/likes?id=a0J9s0000001X90EAE)



**rxqueen60** (Enthusiast)

24 Dec 2020

Thanks for this guidance! When it comes to being paid out unused RDOs upon termination, does super apply?

Reply
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⌵

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**BlakeATO** (Community Support)

24 Dec 2020

Hi [@rxqueen60](/s/user?u=rxqueen60) (</s/user?u=rxqueen60>),

For RDOs, it is an OTE *when it is accrued*, rather than when it is paid out. This means that the super is payable when the employee earns the RDO hours, not when they take the hours (even if that's during an ETP).

Reply

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