

Ultra Program Employment & Income Lending Policy | April 2022



The table details the breakdown of acceptable types of employment.

Exceptions to policy can be considered on a case by case basis:

1. Employment Types

1.1 PAYG

- (a) PAYG stands for pay as you go and defines those consumers that are employed by another party and can be employed as:
- (i) Permanent Full Time;
 - (ii) Permanent Part Time;
 - (iii) Casual; and
 - (iv) Contract

1.2 Self Employed

- (a) Self Employed is the term used for any consumer that works for themselves and is not employed by another party or if they receive more than 50% of their income (including wages) from a business in which they are the sole trader, a partner, director or shareholder and where they have management control of the company.
- (b) This includes consumers who are:
- (i) sub-contractors; and
 - (ii) professional consultants.

1.3 Breakdown of Employment Types

The table details the breakdown of acceptable types of employment:

Type	Requirements
Permanent full time	<ul style="list-style-type: none">• Minimum of 6 months in current employment• If in current employment < 6 months, must have been in continuous employment in the same industry for at least 12 months• If consumer is on probation, will be considered on a case by case basis
Permanent Part Time	<ul style="list-style-type: none">• Minimum of 6 months in current employment• If in current employment < 6 months, must have been in continuous employment in the same industry for at least 12 months• If consumer is on probation, will be considered on a case by case basis
Casual	<ul style="list-style-type: none">• Minimum of 12 months in current employment

	<ul style="list-style-type: none"> Exercise caution if casual employment is the sole source of income, such as, enquiring with employer on prospects for continuity of employment
Second Job	<ul style="list-style-type: none"> Minimum of 12 months in current employment
Contract	<ul style="list-style-type: none"> Minimum of 6 months in current employment If in current employment < 6 months, must have been in continuous employment in the same industry for at least 12 months Minimum 3 months remaining on contract term
Self Employed	<ul style="list-style-type: none"> Minimum 2 years trading in the current business

2. Acceptable Income

2.1 Australian Income

The table below details the acceptable and unacceptable types of Australian Income:

Type	Requirements
Salary and Wage	<ul style="list-style-type: none"> 100% if employment requirements are met Casual income assessed to a maximum of 46 weeks
Overtime	<ul style="list-style-type: none"> 100% if regular or a condition of employment Must be evidenced over a 6 month period
Shift Allowance	<ul style="list-style-type: none"> 100% if regular or a condition of employment and is an industry standard Must be evidenced over a 6 month period
Bonus / Commissions	<ul style="list-style-type: none"> 100% if confirmed by current employer for past 2 years If in current employment < 12 months, must have been in previous employment for at least 2 years in the same industry
Salary Sacrifice	<ul style="list-style-type: none"> Where an employee voluntarily sacrifices a portion of their salary, 100% of the sacrifice may be taken into account and added to the gross income
Salary Packaging	<ul style="list-style-type: none"> Where an employee is entitled to package a component of their salary pre-tax (e.g. meal & entertainment card, novated lease etc.), 100% of the packaged amount can be included as non-taxable income Non-taxable components need to be evidenced in Salary deposits

Self Employed	<ul style="list-style-type: none"> • Minimum 2 years trading in the current business • 100% of current year's net profit capped at 150% of previous year's net profit
Company Income	<ul style="list-style-type: none"> • Minimum 2 years trading in the current business • 100% of current year's net profit capped at 150% of previous year's net profit
Car Allowance	<ul style="list-style-type: none"> • 100% against corresponding car loan repayments or added to gross taxable income
Fully maintained company car	<ul style="list-style-type: none"> • Up to \$5,000 can be added to gross income or \$3,500 to net income
Rental Income	<ul style="list-style-type: none"> • 80% of gross rental income for standard investment properties • 80% of gross rental income for SMSF investment residential properties • 80% of net rental income for SMSF investment commercial properties • 70% of gross rental income for National Rental Affordability Scheme (NRAS) properties • 80% of gross rental income for Specialist Disability Accommodation (SDA) properties (0% allowed where property is also receiving SDA Income) • 70% of gross rental income for Holiday accommodation properties averaged over the preceding 12 months
NDIS Income	<ul style="list-style-type: none"> • 80% of net SDA income for investment properties • 100% of gross SDA income for owner occupied properties
Investment Income	<ul style="list-style-type: none"> • 80% of investment income (e.g. shares, dividends etc.) • Interest on deposits, that are being used as funds to complete, are not acceptable • Must be consistent over the 2 years
Australian Government Bond Income	<ul style="list-style-type: none"> • 100% of Australian Government Bond income
Family Tax Benefit (as supporting income only)	<ul style="list-style-type: none"> • 100% where paid via the Family Assistance Office or the Australian Tax Office • Payment must be a Family Assistance payment (Part A and Part B only) made by the Federal Government • The dependent child/children must be under the age of 11

Child Maintenance (as supporting income only)	<ul style="list-style-type: none"> • 100% if child support agreement is registered with the Child Support Agency • 3 months bank statements confirming regular receipt of payments • Must have at least 5 years to expiry
Employer Maternity Leave Payment / Paid Parental Leave Payment	<ul style="list-style-type: none"> • 50% of Employer Maternity Leave Payment and government Paid Parental Leave Payment (Working Parent Payment) is acceptable on the basis that this income is currently being paid and will continue to be paid until the consumer returns to work
Social Security Benefits & Government Pensions	<ul style="list-style-type: none"> • 100% accepted where Origin considers the benefit to be a stable income source
Unemployment & Sickness Benefits	<ul style="list-style-type: none"> • Unacceptable
Workers Compensation	<ul style="list-style-type: none"> • Unacceptable
Income from Boarders	<ul style="list-style-type: none"> • Unacceptable
Income Protection & TPD Income	<ul style="list-style-type: none"> • Unacceptable

2.2 Foreign Income

The table details the acceptable types of Foreign Income:

Type	Requirements
Salary or Wage	<ul style="list-style-type: none"> • 80% of nett foreign income, converted to Australian dollars (using the average daily exchange rate over the past 30 days) if employment requirements are met
Overtime	<ul style="list-style-type: none"> • 80% of nett foreign income, converted to Australian dollars (using the average daily exchange rate over the past 30 days) if regular or a condition of employment • Must be evidenced over a 6 month period
Shift Allowance	<ul style="list-style-type: none"> • 80% of nett foreign income, converted to Australian dollars (using the average daily exchange rate over the past 30 days) if regular or a condition of employment • Must be evidenced over a 6 month period

<p>Bonus/Commissions</p>	<ul style="list-style-type: none"> • 80% of nett foreign income, converted to Australian dollars (using the average daily exchange rate over the past 30 days) if confirmed by current employer for past 2 years • If in current employment < 12 months, must have been in previous employment for at least 2 years in the same industry
<p>Self Employed</p>	<ul style="list-style-type: none"> • Minimum 2 years trading in the current business • 80% of current year's nett foreign income, converted to Australian dollars (using the average daily exchange rate over the past 30 days), capped at 150% of previous year's nett foreign income
<p>Rental Income</p>	<ul style="list-style-type: none"> • 80% of gross foreign income, converted to Australian dollars (using the average daily exchange rate over the past 30 days) • Copy of Tenant Agreement or Rental Statement will be required if rental income is required for serviceability
<p>Investment Income</p>	<ul style="list-style-type: none"> • 60% of nett foreign income, converted to Australian dollars (using the average daily exchange rate over the past 30 days) • Must be consistent over the 2 years