



# Select Committee on the Early Childhood Education and Care Sector in Victoria

**Hearing Date:** 11 March 2026

**Question[s] taken on notice**

**Directed to:** Only About Children

**Received date:** 31 March 2026

## 1. Sarah MANSFIELD, p. 60

**Question Asked:**

How long has compliance and safety been a gate for those incentive payments?

**Anna LEARMONTH:** I think it has been for some time, but can I take that on notice.

**Response:**

Compliance and safety measures have been part of OACs Director short-term incentive (STI) assessment framework for more than five years.

STI payments have always been discretionary and have been withheld where performance or conduct concerns exist, particularly where those concerns may relate to compliance or safety risk.

In early 2025, a formal compliance and safety “gate” was introduced, making these factors an explicit threshold that must be met before any STI payment can be made. A multi-layered compliance and safety assessment process further mitigates the risk of incentives being influenced by the under-reporting or inadequate management of compliance or safety matters.

## 2. Melina BATH, p. 63

**Question Asked:**

You have got 73 labour, 22 lease et cetera. Can you provide a rough total of what it would cost per centre?

**Anna LEARMONTH:** If we think of the last financial year’s results, it was well over 100 per cent, because you have got to obviously add controllables and things like that. I am happy to provide that and a pie chart.

**Response:**

The cost breakdown at a service level will be different for each service depending on various factors, including:

- licenced places of service (size will affect this breakdown)
- occupancy (number of children booked and attending – if lower number, then the property costs may be proportionally larger as a % of revenue)
- age mix of children (if younger children are a larger % of attending children, then educator numbers will be higher)
- educator to child ratios
- rent and related property costs of the service's building, etc.

Victoria as a state would only be a marginal difference to the company cost pie, probably only a percentage difference of 1 to 2% either way relative to all OAC services as our Victorian state collectively is a substantial portion of the overall company cost pie.

### 3. **Melina BATH, p. 63**

**Question Asked:**

**Anna LEARMONTH:** And then the other thing is there are absolutely elements that we need to pay just because we are for profit, like payroll tax, for example. We spend well over \$10 million a year in payroll tax, where a –

**Melina BATH:** Victorian payroll tax?

**Anna LEARMONTH:** That is national, so I would need to come back to you specifically on Victoria.

**Response:**

For the financial year 1 July 2024 to 30 June 2025 the following figures are specific to Only About Children Victorian services:

- Payroll Tax \$2,888,297
- Workers Compensation \$1,849,980