

Notes to the financial statements

6 Employee costs

	2009 £m	2008 £m
Employee costs for the Group during the year amounted to:		
Wages and salaries, including bonus and termination benefits	1,758	1,682
Social security costs	121	116
Pension costs – defined contribution schemes	31	28
Pension costs – defined benefit schemes (note 31)	53	78
Share-based payments expense (note 32)	40	53
	2,003	1,957

	Number 000's	Number 000's
The average number of employees, including Directors, during the year were:		
Full-time	49.7	48.8
Part-time	98.8	99.1
	148.5	147.9
Full-time equivalent	97.3	96.6

All employees were employed in the United Kingdom for the periods presented.