

## 8(a). Employee benefits expense – Staff and Directors

	Group	
	2010 £m	2009 £m
Basic salaries and wages	258.1	227.2
Incentive bonuses and commissions	122.3	81.1
Wages and salaries	380.4	308.3
Social security costs	31.0	26.5
Other pension costs	14.9	12.6
Share-based payments	11.3	9.8
	<b>437.6</b>	<b>357.2</b>

## 8(b). Staff numbers

The average number of employees (including Directors) during the year was:

	Group	
	2010	2009
United Kingdom	3,222	3,079
Continental Europe	692	731
Asia Pacific	17,640	16,104
America	34	34
	<b>21,588</b>	<b>19,948</b>

The average number of UK employees (including Directors) during the year included 91 employed under fixed term and temporary contracts (2009: 60). The average number of employees of the Company was 113 (2009: 102) who are all located in the UK.

## 8(c). Key management compensation

	Group	
	2010 £m	2009 £m
Key management		
– Remuneration and fees excluding bonuses	2.0	1.4
– Bonuses	3.8	2.1
– National Insurance	0.7	0.5
– Share-based payments	1.4	0.4
	<b>7.9</b>	<b>4.4</b>

The key management of the Group for the year ended 31 December 2010 comprised Savills plc Board Directors during the year and the Group Executive Board. The key management of the Group for the year ended 31 December 2009 comprised Savills plc Board Directors and the Chairman and Chief Executive of Savills Commercial Limited. Details of Directors' remuneration is contained in the Remuneration Report on pages 32 to 39.

During the year five (2009: five) Executives made gains totalling £1.1m on the exercise of options under the DSBP, ESOP, Sharesave and 2001 Option Schemes (2009: £0.5m).

The pension annuity for the highest paid Executive was £49,958 with no lump sum accrued (2009: £49,504 with no lump sum accrued). Retirement benefits under the defined benefit scheme are accruing for three (2009: three) Executives and benefits are accruing under a defined contribution scheme in Hong Kong for one (2009: one) Executive.