



### 30.4 Personnel expenses

Personnel expenses for the year amount to €275.5 million, up by €24.4 million on 2014. The item is made up as follows:

(€'000)	2015	2014	Variation
Wages and salaries	199,835	193,083	6,752
Social security and pension contributions	31,680	28,129	3,551
Post-employment benefits	8,901	7,616	1,285
Other	35,077	22,296	12,781
<b>Total</b>	<b>275,493</b>	<b>251,124</b>	<b>24,369</b>

“Other” mainly relates to termination benefits and reimbursements of travel expenses.

The following table shows the workforce at year end and the related average number:

No.	31 December 2015	31 December 2014	2015 average
Managers	231	210	221
White collars	2,705	3,095	2,900
Blue collars	13,810	14,489	14,150
<b>Total</b>	<b>16,746</b>	<b>17,794</b>	<b>17,271</b>