

Notes to the financial statements

for the year ended 31 March 2015

08 Employees and remuneration

The average monthly numbers (including Executive Directors) employed by the Group during the year were as follows:

	Number of employees	
	2015	2014
KC	499	650
Kcom	847	984
PLC	430	273
Total	1,776	1,907

The costs incurred in respect of these employees were:

	Notes	2015 £'000	2014 £'000
Wages and salaries		54,882	71,746
Social security costs		7,765	8,357
Other pension costs	29	3,867	3,931
Share scheme costs	13	1,846	1,919
Restructuring costs relating to employees	7	7,546	1,121
Total		75,906	87,074
Less own work capitalised	15,16	(8,347)	(5,906)
Charged to the income statement		67,559	81,168

All of the Group's employees are employed by the Company with the exception of 336 (2014: 371) employees employed by KC Contact Centres Limited and Smart421 Limited.

Disclosures required by the Companies Act 2006 on Directors' remuneration, including salaries, performance-related bonuses, pension contributions and pension entitlements, including disclosure in respect of the highest paid Director, are to be found in the tables on pages 50 to 57 within the Remuneration report and form part of these financial statements.