

## Notes to the financial statements continued

### 5. Employee expenses and information

A detailed analysis of members' remuneration, including salaries and variable pay, is provided in the report on members' remuneration on pages 183–187.

The direct costs of all employees, including members, appear below:

	Group 2012 £m	Group 2011 £m	Channel 4 2012 £m	Channel 4 2011 £m
Aggregate gross salaries	55	52	55	37
Employer's national insurance contributions	6	6	6	4
Employer's defined benefit pension contributions (note 21)	3	4	3	4
Employer's defined contribution pension contributions	1	1	1	1
<b>Total direct costs of employment</b>	<b>65</b>	<b>63</b>	<b>65</b>	<b>46</b>

In addition to the above, in 2012 £1 million was expensed to the income statement in respect of restructuring initiatives to increase operational efficiency within the group (2011: £5 million). All employee costs are borne by Channel 4 in 2012 as a result of the internal transfer of activities from 4 Ventures Ltd to Channel 4 (page 110).

The salary multiple of highest to median employee was as follows:

	2012 £000	2011 £000
Total remuneration of highest paid employee (page 185)	744	701
Total remuneration of median employee	51	55
<b>Multiple of highest paid to median employee</b>	<b>14.6</b>	<b>12.7</b>

Total remuneration is defined as base salary, variable pay, employer pension contribution and other benefits. All figures are full-time equivalents and are annualised at the reporting date.

## Notes to the financial statements continued

### 5. Employee expenses and information continued

The average number of employees, including executive members, were as follows:

	2012 Number	2011 Number
<b>4Broadcast</b>		
Programme commissioning	225	221
Advertising and sponsorship sales and research	190	188
Marketing and creative services	100	99
Corporate affairs and press office	34	34
Information systems	46	45
Corporate and strategy	21	21
Transmission and engineering	27	15
Finance, human resources and facilities management	68	69
4Talent	16	5
	<b>727</b>	<b>697</b>
4Rights	68	66
<b>Group employees</b>	<b>795</b>	<b>763</b>
Permanent employees	716	688
Contract staff	79	75
	<b>795</b>	<b>763</b>
Male	334	331
Female	461	432
	<b>795</b>	<b>763</b>

Travel, subsistence and hospitality expenditure was as follows:

	2012 £000	2011 £000
Members	59	47
Channel 4	2,150	2,018
	<b>2,209</b>	<b>2,065</b>

Staff loans outstanding at 31 December were as follows:

	2012 £000	2011 £000
Season ticket loans	217	270

There were no loans to members.