

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

8. Employees (continued)

Staff costs recognised in profit or loss during the period were as follows:

	Year ended 2 January 2010 \$ million	Restated* Year ended 3 January 2009 \$ million	Restated* Year ended 29 December 2007 \$ million
Wages and salaries	921.3	1,164.3	1,283.5
Social security costs	116.5	144.4	147.7
Pensions (see note 34)	41.4 [†]	44.2	53.4
Other post-employment benefits (see note 34)	0.4 [†]	1.1	0.4
Share-based incentives (see note 35)	11.3	12.0	16.3
Termination benefits	105.3	13.8	6.8
	1,196.2	1,379.8	1,508.1
Continuing operations	1,196.2	1,379.8	1,473.9
Discontinued operations	–	–	34.2
	1,196.2	1,379.8	1,508.1

* See note 2

[†] Excludes the gain on the amendment of certain plans in North America (see note 7)

9. Interest payable

	Year ended 2 January 2010 \$ million	Year ended 3 January 2009 \$ million	Year ended 29 December 2007 \$ million
Borrowings:			
– Interest on bank overdrafts	4.6	2.3	1.6
– Interest on loans	54.5	42.6	57.3
– Interest on interest rate swaps in designated hedging relationships:			
Payable	22.1	55.6	61.8
Receivable	(44.7)	(47.2)	(54.6)
– Interest on interest rate swaps classed as held for trading:			
Payable	3.0	2.8	8.6
Receivable	(0.6)	(2.2)	(10.4)
	38.9	53.9	64.3
Interest element of finance lease rentals	0.4	0.5	1.4
Other interest payable	3.9	5.0	0.1
	43.2	59.4	65.8
Dividends payable on preference shares	–	–	1.2
	43.2	59.4	67.0
Post-employment benefits:			
– Interest cost on benefit obligation (see note 34)	70.0	78.4	77.3
	113.2	137.8	144.3
Continuing operations	113.2	137.8	142.1
Discontinued operations	–	–	2.2
	113.2	137.8	144.3

Interest rate swaps are used to manage the interest rate profile of the Group's borrowings. Accordingly, net interest payable or receivable on interest rate swaps is included in interest payable.