

## 5 Staff costs

EURm	2017	2016
Wages and salaries	-474	-414
Cash-settled share-based payments	-28	-11
Share-settled share-based payments	-2	-
Pension costs		
- defined contribution plans	-67	-64
- defined benefit plans (Note 29)	-9	-5
Other social security costs	-97	-80
<b>Group staff costs, total</b>	<b>-676</b>	<b>-574</b>

More information on share-based payments in note 34 Incentive schemes.