

8. Staff costs

The average number of persons employed by the Group, excluding the Company's Non-Executive Directors, was as follows:

	Year ended 3 January 2009 Number	Year ended 29 December 2007 Number	Year ended 30 December 2006 Number
By operating segment			
Continuing operations			
Industrial & Automotive:			
– Power Transmission	9,347	9,298	9,102
– Fluid Power	5,252	4,914	4,677
– Fluid Systems	2,789	3,133	3,105
– Other Industrial & Automotive	3,606	3,951	4,004
	20,994	21,296	20,888
Building Products:			
– Air Systems Components	8,624	8,836	8,692
– Other Building Products	2,648	3,608	4,555
	11,272	12,444	13,247
Corporate	158	145	145
	32,424	33,885	34,280
Discontinued operations			
Industrial & Automotive:			
– Wiper Systems	–	2,009	4,019
	32,424	35,894	38,299
By location			
US	16,581	19,429	21,433
UK	1,933	1,892	1,874
Rest of Europe	3,035	2,913	2,714
Rest of the world	10,875	11,660	12,278
	32,424	35,894	38,299

Staff costs recognised in the period were as follows:

	Year ended 3 January 2009 \$ million	Year ended 29 December 2007 \$ million	Year ended 30 December 2006 \$ million
Wages and salaries	1,164.3	1,283.5	1,256.0
Social security costs	144.4	147.7	145.8
Pensions (note 34)	44.2	53.4	67.8
Other post-employment benefits (note 34)	1.1	0.4	(0.7)
Share-based incentives (note 35)	11.5	16.0	14.5
Termination benefits	13.8	6.8	9.5
	1,379.3	1,507.8	1,492.9
Continuing operations	1,379.3	1,473.6	1,405.1
Discontinued operations	–	34.2	87.8
	1,379.3	1,507.8	1,492.9