

During 2017, the Group delivered the amount of Euros 18,246,000 (2016: Euros 21,166,000) to the Single Resolution Fund. The total value of the contribution attributable to the Group amounted to Euros 21,466,000 (2016: Euros 24,901,000) and the Group opted to constitute an irrevocable commitment, through a constitution of a bailment for this purpose, in the amount of Euros 3,220,000 (2016: Euros 3,735,000), not having this component been recognised as a cost, as defined by the Single Resolution Council in accordance with the methodology set out in Delegated Regulation (EU) No 2015/63 of the Commission of 21 October 2014 and with the conditions laid down in the Implementing Regulation (EU) 2015/81 of the Council of 19 December 2014.

The balance Contribution to Deposit Guarantee Fund includes, in 2017 the amount of Euros 23,356,000 (2016: Euros 20,509,000) regarding obligatory contributions made by Bank Millennium, S.A to Poland's Bank Guarantee Fund (BFG). It was introduced an amendment to the BFG Act which changed the periodicity of calculation and payment of BFG contributions to the resolution fund (former prudential fee) from quarterly to yearly (as regards contribution to guarantee fund quarterly cycle of calculation has been maintained). In addition, the methodology for calculating of both contributions has been changed, the final amounts of fees in 2017 are calculated and reported to each Polish bank by BFG. As a consequence, according to requirements of IFRIC 21, the Bank Millennium, S.A. recognised on a one-off basis costs of the resolution fee (based on estimations), at the moment of recognition obligation to pay the contribution i.e. at 1 January, having been made an adjustment to the final value reported during the first semester of 2017.

The balance Extraordinary contributions referred in 2016 to the extraordinary contributions made by Bank Millennium S.A. to the Banking Guarantee Fund for bankruptcy of banks in Poland and to the Distressed Mortgage Support Fund.

9. STAFF COSTS

The amount of this account is comprised of:

	(Thousands of euros)	
	2017	2016
Remunerations	428,122	391,431
Mandatory social security charges		
Post-employment benefits (note 49)		
Service cost	(16,391)	(741)
Net interest cost / (income) in the liability coverage balance	4,536	4,502
Cost / (income) with early retirement programs and mutually agreed terminations	12,505	2,933
Collective Labour Agreement	(39,997)	(172,262)
	(39,347)	(165,568)
Other mandatory social security charges	109,089	97,713
	69,742	(67,855)
Voluntary social security charges	8,225	15,994
Other staff costs	20,488	17,032
	526,577	356,602

At the end of December 2016 it was concluded the revision of the Collective Labour Agreement (CLA), between the BCP Group and two of the unions representing the group's employees, which introduced changes in the Social Security chapter and consequently in the pension plan financed by the BCP Group Pension Fund, as described in accounting policy 1 w) and note 49. The negotiation with the "Sindicato dos Bancários do Norte" (SBN), which was also involved in the negotiations of the new CLA, was only concluded in April 2017 with publication in the "Boletim de Trabalho e Emprego", with the effects of this new CLA recorded in the financial statements as at 31 December 2017, for SBN's associated employees.

Under the context of the amendments to the CLA, there were also changes in the benefit related to the seniority premium which was replaced by the End of career premium (note 49). During the 2017, the impact of this change is a gain of Euros 4,856,000 (2016: Euros 19,245,000) and is reflected in Remunerations.

The average number of employees by professional category, at service in the Group, is analysed as follows by category:

	2017	2016
Portugal		
Top Management	995	1,005
Intermediary Management	1,679	1,722
Specific/Technical functions	2,963	2,949
Other functions	1,655	1,746
	7,292	7,422
Abroad	8,502	8,483
	15,794	15,905

10. OTHER ADMINISTRATIVE COSTS

The amount of this account is comprised of:

	(Thousands of euros)	
	2017	2016
Rents and leases	96,276	99,539
Outsourcing and independent labour	77,022	76,377
Advertising	26,707	23,736
Communications	21,167	22,531
Maintenance and related services	17,130	18,887
Information technology services	18,432	18,546
Water, electricity and fuel	15,416	15,682
Advisory services	18,119	13,441
Transportation	7,850	8,002
Travel, hotel and representation costs	8,070	7,599
Legal expenses	6,462	6,285
Consumables	4,429	4,343
Insurance	4,324	4,261
Credit cards and mortgage	6,360	4,891
Training costs	2,019	1,144
Other specialised services	19,198	22,436
Other supplies and services	25,041	25,870
	374,022	373,570

The balance Rents and lease includes the amount of Euros 78,956,000 (2016: Euros 82,957,000) related to rents paid regarding buildings used by the Group as lessee.