

7. Staff costs

The amount of this account is comprised of:

	(Thousands of euros)	
	2020	2019
Remunerations	503,139	519,888
Mandatory social security charges		
Post-employment benefits (note 50)		
Service cost	(15,235)	(15,372)
Net interest cost / (income) in the liability coverage balance	6,299	4,524
Cost with early retirement programs	11,799	18,375
Amount transferred to the Fund resulting from acquired rights unassigned related to the Complementary Plan	(426)	(683)
	2,437	6,844
Other mandatory social security charges	112,048	114,177
	114,485	121,021
Voluntary social security charges	11,989	12,416
Other staff costs	17,087	14,907
	646,700	668,232

The balance Remuneration includes, in 2020, the amount of Euros 5,281,000 (2019: Euros 12,587,000) related to the distribution of profits to Bank's employees, as described in note 48.

In 2020, under the scope of the salary increases recorded in September 2020, with retroactive effect since 1 January 2020, agreed between the Bank and the Unions, the Group recorded the impact of Euros 1,429,000 in Staff costs, including mandatory social charges.

In 2019, under the scope of the salary increases registered in October 2019, with retroactive effects since 1 January 2018, agreed between the Bank and the Unions, the Group registered the impact of Euros 4,011,000 (of which Euros 1,657,000 refer to retroactive payments of 2018) in Staff costs, as described in the accounting policy 1 S2.

In 2020, the balance Other staff costs includes severance payments in the amount of Euros 19,992,000 (2019: Euros 9,737,000), of which the highest amounts to Euros 504,000 (2019: Euros 1,313,000).

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

	2020	2019
Portugal		
Top Management	963	996
Intermediary Management	1,596	1,644
Specific/Technical functions	3,059	3,008
Other functions	1,535	1,608
	7,153	7,256
Abroad	10,775	10,272
	17,928	17,528