

Notes to the consolidated financial statements

8 Exceptional items (continued)

- (e) In the year to 31 March 2008, the overall net loss on disposal of the European starch plants in France, Belgium, Italy, Spain and the UK was £38 million, comprising £30 million of redundancy and other restructuring costs within continuing operations, and a net loss of £8 million in discontinued operations. The restructuring costs resulted from the significant reduction in central support functions required by the retained Food & Industrial Ingredients, Europe business.
- (f) In the year to 31 March 2008 the Group disposed of its shareholding of Tate & Lyle Canada Limited (Redpath) and its Mexican cane sugar business, Occidente, resulting in profits on disposal of £60 million and £8 million respectively. Both businesses were previously reported in the Sugars segment.

The tax impact on continuing net exceptional items is a £44 million credit (2008 – £5 million credit) and on total net exceptional items is a £44 million credit (2008 – £3 million charge). Tax credits on exceptional items are only recognised to the extent that losses incurred will result in tax recoverable in the future.

9 Staff costs

Staff costs for the Group during the year were as follows:

	Year to 31 March 2009		Year to 31 March 2008	
	Continuing operations £m	Discontinued operations £m	Continuing operations £m	Discontinued operations £m
Wages and salaries	215	4	191	27
Social security costs	22	–	17	7
Other pension costs:				
– defined benefit schemes	12	–	13	1
– defined contribution schemes	1	–	1	–
– retirement healthcare benefits	2	–	2	(1)
Share-based payments	5	–	7	(2)
Total	257	4	231	32

The average number of people employed by the Group, excluding associates' employees and including a proportionate share of people employed by joint ventures, is set out below. As required by the Companies Act 1985, this includes part-time employees:

By business segment	Year to 31 March	
	2009	2008
Food & Industrial Ingredients, Americas	2 512	2 390
Food & Industrial Ingredients, Europe	1 998	2 822
Sugars	1 359	2 126
Sucralose	262	256
Central	278	270
Total	6 409	7 864

Included in the above numbers are 52 (2008 – 1,531) employees relating to discontinued operations, where 52 (2008 – 856) were employed by Sugars and nil (2008 – 675) by Food & Industrial Ingredients, Europe.

The number of people employed by the Group at 31 March 2009 was 5,718 (2008 – 6,488).

Key management compensation

	Year to 31 March	
	2009 £m	2008 £m
Salaries and short-term employee benefits	3	4
Post-employment benefits	1	1
Share-based payments	1	2
Share option gains	–	2
Termination benefits	2	–
Total	7	9

Key management are represented by the Group Executive Committee, which was formed on 1 July 2008 replacing the Group Management Committee. The Group Executive Committee as detailed on page 62 consists of the Company's executive directors, details of whose remuneration are given in the directors' remuneration report on pages 84 to 96, the Company Secretary and General Counsel, the Presidents of the four business divisions and the President, Global R&D.

The aggregate emoluments of directors in respect of qualifying services to the Company were £4 million (2008 – £4 million).