

4. Employee expenses and information

A detailed analysis of Members' remuneration, including salaries and variable pay, is provided in the Members' Remuneration Report.

The direct costs of all employees, including Members, appear below:

	2020 £m	2019 £m
Aggregate gross salaries	77	73
Employer's National Insurance contributions	7	7
Employer's defined contribution pension contributions	6	5
Total direct costs of employment	90	85

During 2020, the Group claimed £1 million under the CJRS, which was subsequently repaid by the year end.

The Executive Members are considered to be the key management of the Corporation. As disclosed in the Members' Remuneration Report on page 168, the total remuneration of the Executive Members for the year ending 31 December 2020 is £2,217,000 (2019: £2,161,000).

The salary multiple of highest paid to median employee was as follows:

	2020 £000	2019 £000
Total remuneration of highest paid Executive Member (page 168)	991	943
Total remuneration of median employee	63	61
Multiple of highest paid to median employee	15.7	15.5

Total remuneration is defined as base salary, variable pay, employer pension contribution and other benefits.

The average monthly number of employees, including Executive Members, was as follows:

	2020 Number	2019 Number
Commercial	261	264
Creative	314	287
Operational	325	329
4Talent	12	23
Total	912	903

The headcount calculation reflects the actual proportion of hours worked in a week for each individual employee. The employee information disclosed in this note excludes a small number of on-screen talent who are remunerated via Channel 4's payroll.