

2.6 Employees Costs and Benefits

26. Number of Employees

	Airbus Commercial Aircraft	Airbus Helicopters	Airbus Defence and Space	Total segments	Other / HQ	Consolidated
31 December 2017	74,542	20,108	32,171	126,821	2,621	129,442
31 December 2016	73,852	22,507	34,397	130,756	3,026	133,782

27. Personnel Expenses

(In € million)	2017	2016
Wages, salaries and social contributions	12,629	12,595
Net periodic pension cost (see Note 29.1)	511	533
Total	13,140	13,128

28. Personnel-Related Provisions

Several German Airbus companies provide life-time working account models, being employee benefit plans with a promised return on contributions or notional contributions that qualify as **other long-term employee benefits** under IAS 19. The employees' periodical contributions into their life-time working accounts result in corresponding personnel expenses in that period, recognised in **other personnel charges**.

(In € million)	Balance at 1 January 2017	Exchange differences	Increase from passage of time	Additions	Reclassification / Change in consolidated group	Used	Released	Balance at 31 December 2017
Restructuring measures / pre-retirement part-time work	365	(1)	0	92	(3)	(91)	(16)	346
Other personnel charges	655	(3)	2	321	25	(297)	(30)	673
Total	1,020	(4)	2	413	22	(388)	(46)	1,019

A restructuring provision associated with the re-organisation of Airbus of €160 million was recorded at year-end 2016, following the communication of the plan to the employees and the European Works Council in November 2016. The French social plan was agreed between Airbus and the works council in June 2017. The German social plan was agreed between Airbus and the works councils in September 2017, however the reconciliation of interest is still under discussion.

In Airbus Helicopters, the restructuring plan launched in 2016 was signed by the three representative trade unions and validated by the Work Administration Agency (DIRECCTE) in March 2017.