3. EMPLOYEE BENEFITS EXPENSE

	2020 R'm	2019 R'm
Salaries	**7 086**	6 488
Long-term incentive schemes	**89**	21
Share-based payment – Life Healthcare employee share trust	**54**	58
Severance payments	**2**	1
Agency fees	**1 303**	1 384
Medical aid contributions	**300**	282
Pension fund costs – defined benefit and contribution plans	**86**	74
Provident fund costs – defined contribution plans	**234**	219
Social security costs	**291**	257
Other	**89**	76
	9 534	8 860

Includes executive directors' and prescribed officers' remuneration (refer note 27).

4. FAIR VALUE LOSS ON DERIVATIVE FINANCIAL INSTRUMENTS

Fair value loss on interest rate swap contracts	**5**	32
Fair value loss on the Max Healthcare foreign exchange option contracts	**–**	406
	5	438

5. FINANCE INCOME AND COST

Finance income	**(93)**	(60)
Interest revenue calculated using the effective interest rate method	**(4)**	(1)
Foreign exchange gains	**(80)**	(54)
Other	**(9)**	(5)
Finance cost	**918**	1 058
Interest-bearing borrowings and bank overdrafts	**501**	674
Interest rate swap contracts	**40**	16
Interest on lease liabilities	**158**	65
Borrowing cost capitalised[1]	**(9)**	(8)
Preference shares	**29**	142
Foreign exchange losses	**56**	66
Unwinding of contingent consideration	**66**	44
Other	**77**	59
Net finance cost	**825**	998

[1] *The Group has used an average rate of 7.8% (2019: 8.7%) in determining the borrowing costs capitalised.*