

PERSONNEL COSTS	2007	2008	%
FIXED REMUNERATIONS	153.004.447	172.310.605	12,62%
Staff	113.655.033	128.398.656	12,97%
Substitutions	<i>11.961.793</i>	<i>11.053.805</i>	-7,59%
Temporary Workers	<i>23.217.050</i>	<i>27.928.086</i>	20,29%
Resident Medical Interns	4.170.571	4.930.058	18,21%
VARIABLE REMUNERATIONS	25.357.852	29.593.657	16,70%
Staff	14.956.956	17.606.980	17,72%
Substitutions	<i>1.695.776</i>	<i>1.369.806</i>	-19,22%
Temporary Workers	<i>5.021.785</i>	<i>5.815.481</i>	15,81%
Resident Medical Interns	3.683.335	4.801.391	30,35%
OTHER REMUNERATIONS	4.657.575	6.126.718	31,54%
Pensioners	1.209.934,00	1.263.584,00	4,43%
EPSV - ITZARRI	3.442.797,00	4.804.701,00	39,56%
Boards and Teaching	4.844,00	58.433,00	1106,30%
EMPLOYMENT CONTRIBUTIONS	42.939.199	46.766.389	8,91%
Company SS	40.499.729,00	43.969.011,00	8,57%
Resident Medical Intern SS	2.430.819,00	2.790.889,00	14,81%
Other Employment Expenses	8.651,00	6.490,00	-24,98%
TOTAL Human Resources Cost	225.959.073	254.797.369	12,76%