		2015 R'000	2014 R'000
14.	**EMPLOYEE COMPENSATION AND BENEFIT EXPENSE**		
	Salaries and wages	**48 416**	44 878
	Bonuses	**24 753**	3 583
	Equity compensation benefit	**11 274**	4 972
	Other	**743**	2 269
		85 186	55 702
	The average number of employees for the year is 34 (2014: 36).		
15.	**OPERATING PROFIT/(LOSS)**		
	The following items have been charged/(credited), in arriving at operating profit/(loss):		
	Acquisition-related costs	**1 971**	2 901
	Audit fees – other	**128**	867
	Audit fees – services as auditors	**3 962**	5 217
	Consulting fees	**9 909**	7 147
	Dividend received**	**—**	(10 107)
	Foreign exchange profit**	**(10 559)**	(2 908)
	Impairment of loans and investments*	**23 484**	30 136
	Reversal of impairment of loans and investments***	**(53 927)**	—
	Insurance	**890**	1 041
	Legal fees	**914**	623
	Management fees received**	**(108 272)**	(79 944)
	Operating lease rentals – premises	**(1 298)**	(1 826)
	Rental paid	**12 358**	12 358
	Rental recovery	**(13 656)**	(14 184)
	Overseas travel	**2 266**	1 671
	Profit on disposal of property, plant and equipment**	**(1)**	(23)
	Loss on disposal of subsidiary	**334**	—

* *An impairment loss of R23.5 million (2014: R30.1 million) was recognised in the current year relating to the impairment of related party loans in line with our stated accounting policies (refer to note 21). The related party loans have been fully impaired due to the continuing trading losses in these entities which are not considered to be immediately recoverable.*

** *Included in other income.*

*** *The reversal of impairment relates to the loan to Gold Label Investments Proprietary Limited (Gold Label). The reversal arose due to Gold Label repaying a portion of the loan previously impaired.*