Notes to the consolidated annual financial statements – continued

for the year ended 31 March 2017

29 Employee benefits – continued	Group and company					
	BCX	Trudon	Grant 4	Grant 3	Grant 2	Grant 1
Telkom Share Plan - continued						
Market share price (R)	70.82	55.50	65.00	64.31	76.11	27.30
Dividend yield (%)	–	–	–	–	–	–
Share price volatility	35% p.a	35% p.a	35% p.a	35% p.a	35% p.a	35% p.a
Future risk free interest rate	8.5% p.a	8.5% p.a	8.5% p.a	8% p.a	6.7% p.a	8.5% p.a

	Group		Company	
	2017	2016	**2017**	2016
The principal assumptions used in calculating the expected number of shares that will vest are as follows:				
Employee turnover (%)	**2.19**	2.66	**2.19**	2.66
Meeting specified performance criteria (%)	**100**	100	**100**	100

The key performance indicators for the first grant are free cash flow targets and net promoter score targets. The second grant key indicators are headline earnings per share, free cash flow, return on equity and total shareholder return.

30 Trade and other payables	Group		Company	
	2017 Rm	2016 Rm	**2017 Rm**	2016 Rm
	7 516	7 134	**8 657**	6 820
Trade payables	**3 870**	3 873	**3 383**	3 359
Finance cost accrued	**60**	54	**60**	54
Accruals and other payables	**3 586**	3 207	**5 214**	3 407

Accruals and other payables mainly represent amounts payable for goods received, net of value added tax obligations and licence fees.

Telkom's standard payment terms of trade payables is at the end of the following month following the date of the receipt of the invoice. This averages to 45 days.

Included in the current and prior year balance is the refund from SARS of R854 million including interest. Refer to note 37.