

RAIDIÓ TEILIFÍS ÉIREANN

Minutes of the Meeting of the Board of RTÉ
held on Wednesday, 14 December 2022 Hybrid at RTÉ and via Teams

Present: Siún Ní Raghallaigh (Chair)
Ian Kehoe
Aideen Howard
Anne O'Leary
Susan Ahern
David Harvey
Daire Hickey
PJ Mathews
Connor Murphy
Jonathon Ruane
Robert Shortt
Dee Forbes (Director General)

In Attendance: Paula Mullooly, Group Secretary
Richard Collins, Chief Financial Officer
Eimear Cusack, Director of Human Resources
Adrian Lynch, Head of Audiences, Channels & Marketing
Joe Hoban, Head of Communications & Corporate Engagement
Laura Beatty, Head of Brand, Marketing & Consumer Communications

It being the Chair's first meeting she indicated that she was very much looking forward to working with the Board.

It being AH's first meeting she stated that she was looking forward to serving on the Board

1. **Minutes of Meeting of 27 October 2022**
The Minutes were approved.
2. **Matters Arising from the Minutes**
None.
3. **Declarations of Interest**
None.
4. **DG Report**

The DG extended her welcome to the Chair and to AH.

Content and Performance

The DG noted that November was an extraordinary month with significant viewers on TV and records broken on Player. Of note the LLTS, Quinn, the World Cup, Blackrock Boys and the Civil War documentary. The LLTS had 1.5m viewers, Quinn Country was a challenging documentary which averaged 460k viewers and a 40% share. The World Cup was watched by 3.1m on TV

and it had broken all records on Player. The top match was England v France with 760k viewers. There were 7m streams of the World Cup and 1.4m unique visitors. 52% watched the Player on mobiles.

Marketplace

The DG noted the job losses and advertising issues at Twitter. Bauer has bought RedFM which means it has a big holding in Cork. RTÉ is outperforming in Q4 due to the World Cup and the LLTS. Overall, the year was flat which is a good outcome given the year.

People and Resources

The DG noted that there are challenges filling vacancies. 3 new journalists are being announced being supported by the DFA. The new Head of News and Current Affairs will be announced followed her meeting with the Chair and PJM.

Public Affairs

The DG indicated that a letter relating to the closure of LW had been sent to the Minister and a team appeared before the Climate JOC. An invitation issued from the JOC on Media Affairs to talk about editorial decisions along with the BAI and Virgin but this was declined. The OSMR Bill has been signed into law and the DG indicated that there would be a summary available for the February 2023 Board. The DG noted that the Toy Show Appeal had raised just under 4m for Irish children's charities.

The DG noted that tonight was the opening night of Toy Show The Musical. PJM stated that he would like to congratulate the DG on the content story which was fantastic.

Daire Hickey asked about sponsorship of the LLTS and the DG stated that Renault are the sponsor. The Chair noted that there would be more analysis on this topic at the January meeting.

5. Finance (Richard Collins)

2023 Budget

The DG noted that the biggest issue is the uncertainty around funding and the fact that it is not being dealt with is a problem. The Board discussed the pay deal with the Unions. The Chair noted the ongoing role and grade review and that RTÉ is a people organisation and a creative organisation. The DG noted that new skills are needed in the organisation. AOL noted that the Budget includes Government funding but this cannot be relied on.

Other financial issues

RC noted that due to ERP implementation he would like to do the first set of management accounts in February. The Chair agreed noting that they would get top line figures.

6. Gender Pay Reporting and Process (Eimear Cusack)

EC updated the Board on the Gender Pay Gap Report which she noted was almost finalised and would be released before Christmas. Data was collected as at 13 June 2022. EC pointed out that gender pay was not the same as equal pay. The Report includes all pay including overtime and allowances. Overall, the gender pay gap is 13.03% and when you remove overtime it is 6.79%. EC pointed to three things impacting the figures:

1. There are more males in senior roles
2. RTÉ allows great working flexibility and there is a large cohort of females who work part-time
3. Overtime plays a big part and there is a preponderance of males in overtime roles

EC stated that it will all be set out transparently in the report. She noted that the organisation can do better but there will be challenges.

7. Brand Architecture (Adrian Lynch, Joe Hoban and Laura Beatty)

AL said the Board might well ask why in relation to Brand Architecture and he noted that the world is changing and audience behaviours are changing. He pointed out that RTÉ has a broadcast architecture and it needs to shift to IP. It needs to be discoverable, contemporary and modern.

JH went through the Brand Model and Brand Strategy Framework. He pointed out that a big part of this was to make RTÉ content discoverable and consumable.

JR asked about imagery and voice and how to get a marketing voice. LB stated that alignment of teams is important and strategy and implementation will be done by the same team.

The Chair asked about the cost and AL set out the costs and stated that is all included in the Budget figures.

CM asked about the impact of the TG4 rebrand on metrics and the Chair noted that it had a significant impact on metrics and strengthened the brand.

8. Committees

Audit & Risk

AOL updated the Board on the meeting of the Audit and Risk Committee. She noted that Deloitte had presented to the Committee in relation to their audit work. Peadar Faherty from Internal Audit had presented two reports on PO compliance and Peoplesoft payments and noted that he had made significant progress in both these areas. The Committee also received a risk update and she is of the view that Cyber Risk should be broken out as a separate risk. The Committee had a presentation from the Data Protection Officer on Data Protection issues and particularly issues around cookies and the work she is doing in relation to that.

Digital Committee

JR updated the Board on the recent meeting of the Digital Committee. He noted the outstanding numbers on Player and the very strong performance. He stated that it was worth noting that what the Player has delivered would not have been possible 18 months ago. The Committee is getting to understand the level of management required to deliver at scale and it is a tremendous amount of work. They had been updated on the MUXX system which captures and stores the data. The Committee are looking to get sight of the commercial impacts of the digital platform. He stated that they are also looking at how RTÉ can communicate around the Player.

9. Proposed Meeting Dates 2023

Approved.

10. Any Other Business

It was proposed that the Chair be nominated as a member of the Remuneration Committee.

Proposed: Ian Kehoe
Seconded: Connor Murphy

There being no other business the board concluded.



Signed:

Chair

Next Meeting: 2 February 2023