

RTÉ

A Year in Review

Annual Report and Group
Financial Statements

2023



**RTÉ is Ireland's national public service media organisation
– on television, radio, online and mobile.**

The 63rd Annual Report and Group Financial Statements for the 12 months ended 31 December 2023 presented to the Minister for Tourism, Culture, Arts, Gaeltacht, Sport and Media in line with sections 109 and 110 of the *Broadcasting Act 2009*.

**Is féidir leagan Gaeilge den Tuarascáil a íoslódáil ó www.rte.ie/annualreport
www.rte.ie/about/ie/policies-and-reports/annual-reports/**

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Vision

To champion Irish culture by captivating audiences with trusted, engaging and challenging content; celebrating our country's rich diversity; and cultivating Ireland's talent.

Mission

To enrich Irish life with content that challenges, educates and entertains.

Values

As an organisation and individually, RTÉ will be outward looking, creative, respectful, sustainable and accountable, collaborative and transparent, and will demonstrate the following behaviours:

Outward Looking

Have a deep understanding of its audience and their needs. Invest time and energy in monitoring changes in the media landscape.

Sustainable and Accountable

Manage its business in a responsible manner. Be accountable to each other within RTÉ and to our audience and stakeholders.

Creative

Be resourceful and innovative in how it makes its content. Be brave, take risks and be willing to learn from failures.

Collaborative

Work together, bringing the 'One RTÉ' organisation to life. Join forces with partners to meet the needs of RTÉ's audience.

Respectful

Treat people, including staff and partners, with respect, even when it challenges. Nurture trust by being fair and open about the decisions it makes.

Transparent

Make decisions openly. Be upfront about the reasons for the actions taken.

Chair's Statement

2023 was a difficult and damaging year for RTÉ. Achievements on air, on screen and online, and elsewhere, were overshadowed by the revelations which emerged in June last year. All in all, it was an all-time low for the organisation.

When the themes which dominate public discussion are those of mismanagement, misuse of public funds and waste, rather than the informative, engaging and entertaining programmes and content delivered by RTÉ to audiences on a daily basis, it is clear that fundamental change is required. Trust is vital for any national public service media organisation and in the case of RTÉ, it has been badly damaged. Rebuilding it will take time and commitment, but it is something on which we are firmly and resolutely focused.

On a number of occasions last year, the Board of RTÉ acknowledged and apologised for the serious deficiencies and lapses in oversight which were so clearly highlighted in independent reports - and in its own role in the issues which emerged. As the recently appointed Chair of the RTÉ Board, and on behalf of the Board I would also like to sincerely apologise for the issues which emerged last year. At the most senior level in RTÉ, trust that had been placed in us as a board was apparently taken for granted. We know we need to rebuild the needed trust, and we will. RTÉ has no future if the public we are here to serve does not trust the organisation.



“As part of this process of rebuilding trust, it was important to establish facts.”

As part of this process of rebuilding trust, it was important to establish facts. In this context, much of 2023 saw RTÉ commission a number of independent reports (Grant Thornton I and II relating to payments to Ryan Tubridy and the publication of his earnings, the McCann Fitzgerald report into RTÉ’s 2017 and 2020 Voluntary Exit Programme’s and the review of Toy Show the Musical which was also carried out by Grant Thornton). While there was a cost to these independent reports, it enabled us to identify key issues in the management, governance and culture in RTÉ and ensure they are being addressed as part of our significant reform agenda.

Working in close partnership with the Board of RTÉ, this reform agenda was a major focus of the new Director-General, Kevin Bakhurst. He officially took up the role on Monday 10th July, immediately standing down the RTÉ Executive and appointing an Interim Leadership Team. All key decisions now come to the full Interim Leadership Team, including decisions regarding top presenter contracts. Mindful of the impact of the revelations on RTÉ employees and as a key part of a renewed commitment to transparency, communication with staff became central and regular and included staff surveys on wellbeing and on governance standards in RTÉ. RTÉ has established a new Register of Interests and a Register of External Activities, as well as a Gifts Register - key to maintaining perceptions of integrity and impartiality in RTÉ. As part of the increased and careful management of RTÉ’s finances and the need to cut costs in the face of declining revenue from the TV Licence, the Director-General introduced initiatives such as a freeze on recruitment of staff and stopping discretionary spending, alongside deferring some investment in digital and capital projects.

With an eye on the future and the need to secure a sustainable funding solution for RTÉ, considerable work was done at pace to deliver RTÉ’s strategic framework plan - A New Direction - to Government in November. That outline plan formed the basis for consultation with the public, with public representatives, and with staff. It set out the stall for a better RTÉ: better for audiences, and better for Ireland. The detailed Statement of Strategy published in June 2024 sets out a plan for ambitious change in how RTÉ delivers for audiences, how we run the organisation and how we ensure that we deliver value for money and are transparent and accountable.

Chair's Statement

One of the positive and, indeed, necessary outcomes from the events of last year is that RTÉ, through its Leadership Team, is now operating with full transparency to the Board, and governance structures have been reformed and strengthened:

- Risk assessment is now central in all decision making at Leadership Team level.
- The Board now receives the minutes of all weekly Leadership Team meetings.
- A new formal approval process has been established for significant expenditure projects, which go through both the Leadership Team and the Board.
- All submissions to the Board relating to expenditure approvals must now include a risk assessment and a business case.
- The level above which Board authorisation is required has also been lowered to €1 million. This applies to sports rights, programme acquisitions, programme commissions and operating expenditure.
- Separate Registers of External Activities, Interests and Gifts have been established.

Following the Government appointed Expert Advisory Committees – on Governance and Culture and Contractor Fees, Human Resources and other matters – which were announced in July 2023, RTÉ supported both Committees and Mazars in their work and we welcomed the publication of their reports by Government in May this year. Their analyses and their recommendations, all of which we accepted in principle, will make a significant contribution to the task of rebuilding trust in RTÉ. RTÉ is tasked with providing a vital public service. The organisation's corporate governance, transparency and operations must be of a standard commensurate with that mandate.

“The organisation's corporate governance, transparency and operations must be of a standard commensurate with that mandate.”

The Board is focused on returning RTÉ to levels of corporate governance and transparency that should define it. We look forward to working with Government, staff in RTÉ and all our stakeholders, in delivering the process of transformation that commenced last year.

I would like to pay tribute to and acknowledge the huge commitment and contribution of my predecessor as Chair Siún Ni Raghallaigh.

As an organisation we have not shied away from the shortcomings and challenges that have been identified since last June so that public trust can be restored in our national broadcaster. We know that RTÉ has a long way to go, but we must rebuild an RTÉ that is trusted and enjoyed, one that's relevant and loved, and one that brings the country together for important national moments and events. Public service content, value for money, and trust, will be at the heart of a transformed RTÉ, and the RTÉ Board is committed to play its part to deliver that.

In all of this, it is a source of great frustration to many, not least to those directly involved, that the events of last year overshadowed some remarkable and important programmes and content produced by and for RTÉ with our partners in the independent sector - exciting live sport, original Irish drama, great entertainment, important discussions, vital news and current affairs, engaging factual stories, wonderful live music and performance, and so much more across RTÉ's television, radio and online services, in English and in Irish. This Annual Report also highlights these achievements.

Terence O'Rourke

Chair, Board of RTÉ

Director-General's Review

As I reflect on 2023, and my first six months as Director-General of RTÉ, the over-riding sentiments are deep disappointment and sadness about the revelations which emerged in June and how the trust that is so important to RTÉ was severely damaged, but also gratitude to our employees who continued to deliver for audiences, despite everything, and a belief in the future of RTÉ, which still has an important role to play in life in Ireland.

The second half of 2023 was really difficult for all of us in RTÉ, and for those who support and depend on us, as we faced a succession of revelations which highlighted a remarkable level of mismanagement at the most senior level in RTÉ. That we continue to face big challenges is clear. However, despite all of this, I remain both positive and optimistic about the future of RTÉ.

That is not to gloss over the many issues which emerged from June; we have faced those head on and continue to do so, as mentioned by our Chair, Terence O'Rourke in his statement in this annual report.

But, when I look back on my many meetings and interactions with so many of our employees during my first six months in the role of Director-General of RTÉ, I have been struck by their honesty and openness, their support and belief, as well as their dedication and commitment to delivering important and engaging public service programming and content to audiences, every single day, across RTÉ's television, radio and online services.



“It is thanks to the dedication and commitment of RTÉ staff that audiences continued to turn to RTÉ, even at a time when TV Licence payments were in decline.”

As I have said many times before, it is thanks to the dedication and commitment of RTÉ staff that audiences continued to turn to RTÉ, even at a time when TV Licence payments were in decline. During those difficult months, there are so many examples that we can look back on with great pride, when we delivered to audiences important national moments, engaging discussions, insightful coverage and analysis, uplifting entertainment, vital investigative journalism, compelling documentaries, inspiring human stories, gripping Irish drama, wonderful orchestral performances, support for our artists and arts organisations, and so much more, in English, and in Irish. We have outlined these achievements in this report.

In an email to all RTÉ staff in December, as part of a pre-Christmas update, I reminded them that a week earlier we had announced record-breaking figures for the RTÉ Player driven by soaps, sport, drama and entertainment, we continued to deliver incredible coverage and analysis of events in Gaza and elsewhere, we saw an Irish gymnast win *RTÉ Sportsperson of the Year*, we celebrated 50 years of the RTÉ Radio Centre on RTÉ Radio 1, we aired our important *Taking Back Control* documentary, we announced a diverse line-up of participants in the then forthcoming series of *Dancing With The Stars*, we saw the award-winning *Sunday Miscellany* book become a best-seller, we shared important stories of human strength and kindness on radio and television, and we published the results of two staff surveys, on wellbeing and governance.

This in turn had followed a week when, right across our radio, television and online services, we so respectfully and so poignantly marked the passing of Shane McGowan, bringing so many dimensions to the mourning and celebration of the life of an artist who clearly touched the lives of so many, just like we did earlier this year with the sad passing of Sinéad O'Connor, and of Christy Dignam. RTÉ played a central role in bringing the nation together as we paid our respects to people who had such a profound impact on the life and culture of this country. In addition, the RTÉ Toy Show Appeal helped over 1 million children and family members over the past year, while our Supporting the Arts programme supported a record 170 arts and cultural events all over Ireland. Important public service.

These achievements are easy to overlook in a year which was defined by damaging revelations that remain deeply frustrating for all of us in RTÉ.

Director- General's Review

At the same time, I hope it is clear that we took the issues of governance at RTÉ very seriously, as outlined in the Chair's statement. We have seen how easily trust can be shaken, and we understand the urgency of the job to restore that trust. When I was appointed, I quickly set about making necessary changes, all of which were part of an unprecedented reform agenda to deliver greater transparency, rigour in our decision-making and more financial discipline. From immediately standing down the Executive and appointing the Interim Leadership Team to ensuring that all key decisions would now come to the full Interim Leadership Team, including decisions regarding top presenter contracts, and the commissioning of a number of independent fact-finding reports to establishing registers of interests, external activities and gifts, we have faced key issues and committed to necessary reform to deliver the transformation RTÉ needs. For some time, we have been operating with full transparency to the Board of RTÉ who have also delivered a range of reforms to address the shortcomings that were identified last year.

We are grateful to have received €16m from Budget 2024 which followed the recommendation made by the Future of Media Commission that interim funding would be required pending a proper reform of the licence fee, and we would extend thanks to the various members of the Houses of the Oireachtas who have publicly supported the importance of public service media being properly supported. It is critical that the funding of public service media in Ireland is put on a more stable footing as a matter of urgency, and we look forward to government plans for funding reform later this summer. This not only affects RTÉ, but also Ireland's independent production sector and the wider media sector in Ireland.

“We have seen how easily trust can be shaken, and we understand the urgency of the job to restore that trust.”

“We must rebuild an RTÉ that is trusted and enjoyed, one that’s relevant and cherished, and one that brings the country together for important national moments and events.”

While we continued to address key issues across the organisation, in parallel, we also developed our strategic vision - A New Direction for RTÉ - which we published in November and invited feedback on, from RTÉ staff, from the public and from other stakeholders. The detailed Statement of Strategy was published in June 2024. Following these consultations and a lot of research, planning and discussion and hard work and , I do not underestimate the task that lies ahead, but I am also excited about delivering the reform that will result in a better RTÉ for audiences, and for those who work in and with the organisation. While RTÉ will become smaller in size across the life of our new strategy, the scale of RTÉ’s public service ambition, and our ambition for the role that RTÉ will play in Irish life, will not be diminished.

As we approach the 100th anniversary of public media in Ireland, our vision is that RTÉ will evolve in response to changing expectations from society and from our audiences. We will embrace our role in countering the negative impacts of disinformation and leading on climate change coverage. We will continue to champion Irish culture by captivating audiences with trusted, engaging and challenging content; celebrating our country’s rich diversity; and cultivating Ireland’s talent.

We must rebuild an RTÉ that is trusted and enjoyed, one that’s relevant and cherished, and one that brings the country together for important national moments and events. Public service programmes and content, value for money, and trust, will be at the heart of a transformed RTÉ, and I and my team are committed to the work required to deliver that.

Kevin Bakhurst
Director-General

Financial Review

Results and Operating Profit

2023 was a challenging year for RTÉ, following the payments controversy in June, licence fee sales declined significantly year on year. While this decline was somewhat offset by the additional €15m of interim funding, this additional funding was already allocated in the 2023 plans. In order to offset some of the licence fee decline, RTÉ announced a hiring freeze, delay to strategic projects and a stop on discretionary spend which did recover some of this decline, however, it was not enough and RTÉ are reporting a deficit of €9.1 million for 2023.

The increase in interest rates over the course of 2023 had a positive impact on the RTÉ deficit as the level of finance income recognised on the RTÉ defined benefit pension asset increased to €7.5 million, this accounting adjustment is a non-cash item.

The Special Events in 2023 were the FIFA Women's World Cup, the Rugby World Cup, UEFA European qualifiers and the visit of US President Joe Biden.

Cash resources on hand decreased by €35.4 million during the year. This is due to the decline in licence fee sales and increased spend on operating costs as the Irish economy moved to a high inflation environment over the past 12 months.

Summary Financial Highlights

	2023 € m	2022 € m	Change € m
Commercial Revenue	150.7	152.1	(1.4)
Licence Fee Revenue	193.3	195.6	(2.3)
Total Revenue	344.0	347.7	(3.7)
Operating Costs (excluding Special Events)*	(341.9)	(332.6)	(9.3)
EBITDA** (before Special Events)	2.1	15.1	(13.0)
Special Events Costs	(7.4)	(6.7)	(0.7)
EBITDA	(5.3)	8.4	(13.7)
Depreciation & Amortisation	(11.8)	(11.8)	-
Gain on Disposal of Assets	-	-	-
Net Finance income	6.8	0.4	6.4
(Deficit)/Surplus before Tax	(10.3)	(3.0)	(7.3)
Tax	1.2	0.2	1.0
Net (Deficit)/Surplus for the Year	(9.1)	(2.8)	(6.3)

* Operating Costs before Depreciation & Amortisation and excluding the incremental costs of Special Events.

** EBITDA: Earnings before Interest, Tax, Depreciation and Amortisation.

Financial Review (continued)

Commercial Revenue

2023 commercial revenue of €150.7 million represents a year on year decrease of 0.9% (2022: €152.1 million). The main reason for this was the decline in Television Trading offset by Other Non-Trading revenues as RTÉ continues to diversify its revenues.

	2023 v 2022 Change €m	Overall Change %
Commercial Revenue 2022	152.1	
Television Trading	(5.9)	(3.9%)
Radio Trading	0.1	0.1%
Digital Trading	0.4	0.3%
Other Non-Trading Revenues	4.0	2.6%
Year-on-Year movement	(1.4)	(0.9%)
Commercial Revenue 2023	150.7	

TV spot advertising, the single biggest contributor to commercial revenue, declined by 6.2% on 2023. This was largely anticipated as 2022 featured a winter FIFA World Cup which proved exceptionally popular with both audiences and advertisers. Excluding the impact of Special events, RTÉ performed in line with the overall TV Spot market which declined in the year. The year on year performance was driven by declines in categories such as Finance, Drinks, Entertainment and Media and Household services. These declines were partially offset by increases in Motors and Food.

Other TV trading revenue, including sponsorship and product placement, decreased by 13.2% as not all programmes that were sponsored in 2022 were sponsored in 2023.

Radio trading, which includes spot, sponsorship and promotions, had a successful year in relative terms, with a year on year increase of 0.6%. Radio spot advertising increased by 0.9% and Radio Promotions increased by 21% off a small base, however this increase was offset by a 10% decline in Radio sponsorship.

The increase in Radio spot advertising was mainly due to year on year increases in the categories Business & Industrial, Government & Social offset by declines in Entertainment & Media and Finance.

Digital trading revenues increased by 4.2% on 2022. Digital VOD revenue is the largest contributor to digital trading revenues and was up 11.3% year on year. Digital display revenue across rte.ie declined by 16.2% year on year and digital sponsorship increased by 9.0%.

Financial Review (continued)

Non trading income increased by €4.0m in the year principally due to digital distribution deals concluded for licencing of the RTÉ Player and also due to the increased 3rd party revenue from the 2RN Network division.

PIC (Programme Interaction Competitions) revenue was largely flat year on year, as the level of audience engagement with TV competitions has not returned to pre-COVID levels.

RTÉ Guide copy sales were down 7.6% year on year and in line with a market that is estimated to have declined by 8%. Total copy sales of 1.530 million included a 6% decline in sales of the flagship Christmas issue, which sold 225,355 copies. Advertising revenue for the RTÉ Guide also declined year on year as the magazine advertising market proved challenging.

Television Licence Revenue

As RTÉ is a dual-funded public-service broadcaster with a broad range of statutory responsibilities, the level of public funding it receives to fulfil its role is crucial. The Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media (DTCAGSM) is responsible for the collection of TV licence sales income from An Post (the appointed agent for the sale of TV licences) and from the Department of Social Protection (DSP) in respect of 'free' television licences. The DTCAGSM then makes a grant to RTÉ out of licence fee monies collected.

Of the €201.7 million licence fee collected in 2023, €178.3 million (88%) was received by RTÉ. The remaining licence fee collected, €23.4 million, was used to pay An Post collection costs and related charges and to provide funding for the Coimisiún na Meán (CnaM) Sound & Vision Fund. Licence fee income received by RTÉ in 2023 was down €17.3 million compared to 2022, as TV licence sales were negatively impacted by the RTÉ payments controversy.

The latest evasion rate available is for 2021. These are calculated by the DTCAGSM and show an evasion rate of 13.7% of chargeable domestic households and business premises. The evasion rate in Ireland is significantly higher than the UK and other European countries and collection costs are more than double other European public service broadcasters. This evasion rate does not factor in the decline in licence fee sales since June 2023.

Also of concern is the increase in the number of homes that do not have a traditional television set.

Financial Review (continued)

This has been growing steadily over recent years, as per the Nielsen Establishment Survey, and now stands at 18.6% (January 2024), an increase of 1.7% in the past year. As media consumption patterns become more complex, the television licence fee mechanism reflects less and less how people consume public-service content. It is for this reason that the mechanism is being changed in other countries to a media charge or other methods, rather than being device dependent.

The section 'How Your TV Licence Fee Is Used' (see pages 22–23) outlines how the licence fee is used, with 84% of total licence fee invested in RTÉ services and activities. The remaining 16% is invested in non-RTÉ activities, including the CnaM Sound & Vision fund, TG4 support, and An Post collection fees.

Operating Costs

Operating costs, excluding Special Events, increased by €9.3 million year on year as the 2022 pay agreement with the TUG took effect and the Irish economy entered a high inflation environment. RTÉ also provided for additional amounts relating to the on-going investigation by the Department of Social Protection into the PRSI status of contractors.

Personnel-Related costs increased by €9.8 million due to the Pay Agreement reached in November 2022, the increase in the contractor provision and pay increments awarded. These were offset by the hiring freeze announced in response to the decline in licence fee sales. Following a significant increase in energy costs in 2022, 2023 saw a €1 million drop in energy costs as the wholesale market price declined across 2023.

Special Events costs increased in 2023 by €0.7 million due to increased activity as the FIFA Women's World Cup, Rugby World Cup, European Qualifiers and the visit of US President Joe Biden occurred in 2023 v's the FIFA World Cup and UEFA Nations League in 2022.

2023 v 2022
Change
€ m

Operating Costs 2022	339.3
Increase in Operating Costs	9.3
Increase in Special Events Costs	0.7
Year-on-Year Increase (Including Special Events)	10.0
Operating Costs 2023	349.3

Financial Review (continued)

A New Direction

A New Direction for RTÉ was published in November 2023 following extensive consultation with the public, stakeholders and staff.

The New Direction document sets out the main goals for RTÉ's strategy, which is a more streamlined RTÉ, increased spend with the independent sector, diversifying production outside of Dublin, investment in digital products and to implement a new Corporate Governance framework to uphold the highest standards of transparency and accountability.

In order to implement this New Direction a new public funding settlement will need to be reached. We expect that Government will announce the details of this settlement over the coming months.

Employee Numbers

At 31 December 2023, there were 1,836 (2022: 1,868) employees, of which 204 (2022: 243) were part-time/casual. The full-time equivalent (FTE) headcount at 31 December 2023 was 1,734 (2022: 1,735).

The Employment First policy now being implemented is increasing headcount across the organisation. This policy was introduced in 2019 following the Eversheds Report to RTÉ on the use of freelancers / contractors. The RTÉ policy is now to deem all roles to be employment roles unless they meet the criteria as set out in the Code of Practice on Determining Employment Status wherein independent contractor engagements will be offered. It is envisaged that most roles in RTÉ from hereon will be assessed as employment first. RTÉ continues to engage with the Department of Social Protection on the status of contractors and a provision was set aside for this on-going investigation.

Net Finance Income

Net finance income of €6.8 million arose in 2023 (2022: net income of €0.4 million), comprised as follows:

Finance income for 2023 was €9.6 million (2022: €2.1 million) a significant increase and reflects the impact of increased interest rates throughout 2023. It included net interest income of €7.5m (2022: €1.7 million) related to IAS 19 defined benefit pension scheme income, investment income of €0.4 million from a joint venture (2022: €0.3 million) and deposit interest of €1.7m (2022: €0.2m).

Finance expense for 2023 amounted to €2.9 million (2022: €1.8 million). The expense of €2.9 million included interest payable on borrowings and interest on restructuring costs.

Financial Review (continued)

Taxation

There was an overall tax credit of €1.2 million in 2023 (2022 : tax credit €0.2 million). A tax credit of €1.0 million arose in 2023 as a result of a deferred tax credit arising from the recognition of an increased deferred tax asset due to taxable losses. An additional tax credit of €0.2m arose from the net movement on pension timing differences, temporary differences on property, plant & equipment and other non-deductible expenses.

Cash Flow and Borrowings

Total cash balances, including liquid investments, at 31 December 2023 amounted to €78.7 million (2022: €114.0 million). This represents a decrease of €35.4 million and was primarily due to the decline in the level of licence fee sales following the RTÉ payments controversy along with negative working capital movements during the year. The movement in 2023 cash balances can be summarised as follows

Summary Cash Flow Statement

	2023 € m	2022 € m
EBITDA	(5)	8
Operating cash flows:		
– Working Capital decrease	(11)	20
Restructuring cash flows:		
– Payments	(1)	(1)
Income taxes paid	-	(1)
Investing Activities:		
– Capital Expenditure	(13)	(10)
Financing cash flows:		
– Borrowing Repayment	(4)	(2)
– Interest Paid	(1)	(1)
Net (Decrease)/Increase in Cash and Liquid Investments	(35)	13

At 31 December 2023, RTÉ had bank borrowings of €59.5 million (2022: €63.1 million) comprising the following:

- 2rn, RTÉ's transmission subsidiary, has a €57.5 million Club Facility with Barclays and Bank of Ireland. €45 million of this facility relates to project finance for the transmission and distribution infrastructure required for the Digital Terrestrial Television network (DTT), and was fully drawn down as at 31 December 2023. An additional term loan facility for €12.5

Financial Review (continued)

million is in place, of which €7.5 million was drawn down as at 31 December 2023.

- RTÉ has a €17 million facility with Bank of Ireland, which includes a €10 million revolving credit facility and a €7 million term loan facility. As at 31 December 2023 €7 million (2022: €8.1 million) of the term loan was drawn down.

Financial Risk Management

The Board of RTÉ approves the Treasury policy of the Group, which cover borrowings, cash management, counterparty credit risk, liquidity risk, interest rate risk and foreign exchange risk. RTÉ's exposure under each of these risks is set out in Note 21 to the Financial Statements : Financial Instruments and Financial Risk Management.

Capital Expenditure

RTÉ's cash expenditure incurred on capital projects in 2023 was €13 million (2022: €10 million). The majority of this spend relates to technology projects and to the DTT asset replacement programme.

Investment of the land sale proceeds generated in 2017 continues with a number of strategic capital projects in progress including a new station router, media storage and platforms and the digitisation of archives. The majority of the land sale proceeds have now been committed to projects.

Segmental Reporting and Cost Allocation

RTÉ's segmental analysis is prepared in accordance with IFRS 8 : Operating Segments which is set out in Note 2(d) to the Financial Statements : Principal Activities and Segmental Information. RTÉ's primary reporting segments are its divisions which were established on 1 January 2018 following an organisation restructure. RTÉ's cost allocation methodologies have been consistently applied for 2023 as outlined and presented in Note 2.

Regulation

RTÉ is regulated by Coimisiún na Meán (CnaM) as regards its obligations as a public-service broadcasting corporation. RTÉ (as required by the Broadcasting Act 2009) cooperates with CnaM in the annual and five-year public funding reviews carried out by CnaM under section 124 of the Act.

Financial Review (continued)

The Commission for Communications Regulation (ComReg) previously designated RTÉ and its subsidiary 2rn as having significant market power in the market for wholesale access to DTT multiplexing services (Market B) and in the market for wholesale access to national terrestrial broadcast transmission and distribution services (Market A). The decision placed certain obligations on both RTÉ (Market B) and 2rn (Market A). Transmission services are provided at cost plus a regulated Weighted Average Cost of Capital as determined by ComReg on investment in the net assets employed. Separated accounts comprising regulated accounts for each of Market A and Market B, together with primary accounting documentation, are published in accordance with regulatory requirements.

Pensions

RTÉ operates three pension schemes for its employees: a defined benefit (DB) scheme, a defined contribution (DC) scheme and a hybrid scheme (elements of DB and DC).

RTÉ Superannuation Scheme

The RTÉ Superannuation Scheme is a funded, contributory DB scheme, established under legislation and sponsored by RTÉ. No new employees have been admitted to the scheme since 1989. As at 31 December 2023, RTÉ had 40 employees (2022: 51) who were members of the scheme.

As at 31 December 2023, the assets of the scheme had a market value of €1,070 million (2022: €1,031 million). The liabilities of the scheme, as valued in accordance with IAS 19 Employee Benefits, were €890 million (2022: €859 million). As required under IAS 19, the excess or shortfall of the assets compared to the liabilities of the scheme is reported as an asset or liability on RTÉ's statement of financial position. Therefore, as at 31 December 2023, there is a pension asset of €180 million reported in respect of the scheme (2022: €172 million).

The scheme has a surplus under MFS and meets the solvency requirements under the risk reserves, therefore no funding proposal is required for this scheme.

RTÉ Defined Contribution Scheme

The RTÉ Defined Contribution Scheme is a funded, contributory DC arrangement that has been open to new members since 1989. As at 31 December 2023, RTÉ had 1,240 employees (2022: 1,243) who were members of the scheme.

Financial Review (continued)

RTÉ 50/50 Risk-Sharing Pension Scheme

The RTÉ 50/50 Risk-Sharing Pension Scheme is a funded, contributory hybrid scheme with DB and DC elements sponsored by RTÉ. The scheme commenced in September 2010 as an optional pension arrangement for eligible employees. As at 31 December 2023, RTÉ had 412 employees who were members of the RTÉ 50/50 Risk-Sharing Pension Scheme (2022: 399).

As at 31 December 2023, the assets of the DB section of the scheme had a market value of €34.7 million. Under IAS 19, the liabilities of the DB section were €26.0 million, giving rise to a surplus of €8.7 million (2022 surplus €8.9 million). This is reported as an asset on RTÉ's statement of financial position.

The DB section of the scheme has a surplus under MFS and meets the solvency requirements under the risk reserves; therefore, no funding proposal is required for this scheme.

Outlook

RTÉ's cost base in 2024 will rise significantly due to inflationary pressures and due to the investment required in digital projects to transform RTÉ for the changing media consumption landscape.

The €16m additional public funding received in December 2023 under The Future of Media Commission recommendations will help offset some, but not all, of these cost increases.

The Government will announce the basis of a new public funding model for RTÉ over the coming months. It is hoped that this new model will provide sufficient funding to enable RTÉ to implement the New Direction strategy, deliver its public service remit and put RTÉ on a stable financial footing.

How Your TV Licence Fee Is Used

The utilisation of licence fee monies received by RTÉ to fund its public services is reported in note 2 to the financial statements.

The basis on which the licence fee is attributed to channels and services is set out in note 2(c). RTÉ attributes public funding to individual services in a way that reflects the net cost of the public service. The net cost of public service is determined by deducting the contribution from commercial activities from the gross cost of delivering the public service.

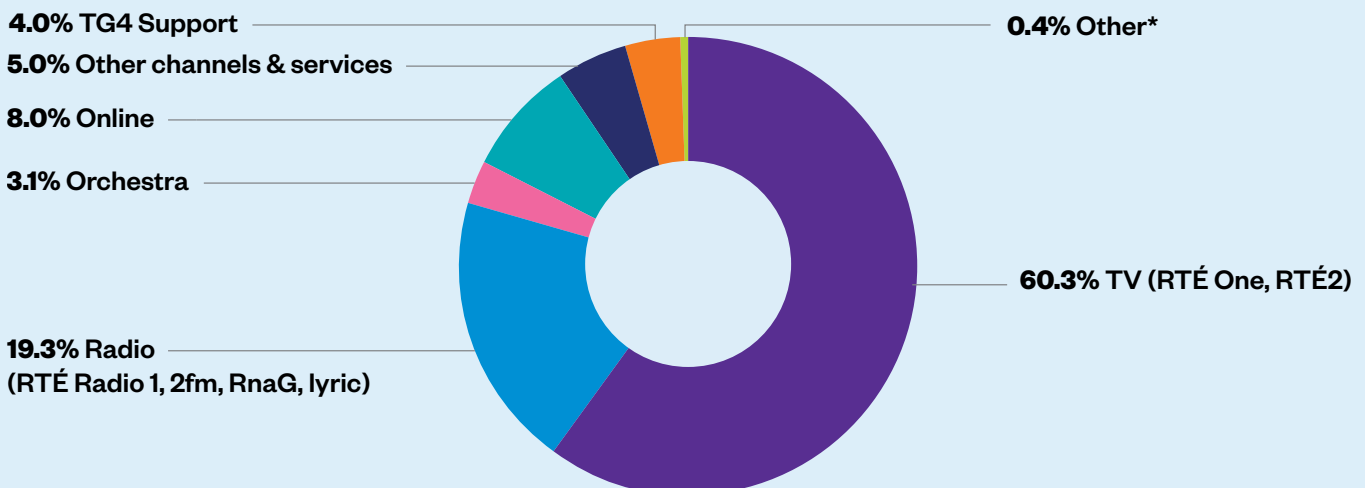
The following table represents how an individual TV licence fee is used, bearing in mind that RTÉ is not the sole recipient of TV licence fee monies:

Utilisation of Each TV Licence Fee Collected

	2023 €	2022 €
RTÉ One	51.96	50.05
RTÉ2	32.56	31.17
RTÉ Television	84.52	81.22
RTÉ Radio 1	11.93	13.49
RTÉ 2fm	2.75	2.60
RTÉ Raidió na Gaeltachta (RnaG)	8.77	8.36
RTÉ lyric fm	3.64	3.54
RTÉ Radio	27.09	27.99
RTÉ Orchestras	4.34	3.88
Online Services	11.22	12.16
Other Channels and Services	6.98	6.97
Governance and Financing Charges	-	2.26
DTT Related	0.56	0.49
RTÉ Activities	134.71	134.97
	84%	84%
RTÉ Support for TG4	5.55	5.33
CnaM Levy	1.20	1.05
CnaM Sound & Vision Fund	10.64	10.64
An Post Collection Costs and Related Charges	7.90	8.01
Non-RTÉ Activities	25.29	25.03
	16%	16%
Cost of TV licence	160.00	160.00

The pie chart below summarises the attribution of the TV licence fee revenues that were received by RTÉ to the public-service element of RTÉ's activities during 2023.

ALLOCATION OF LICENCE REVENUE RECEIVED BY RTE IN 2023



*Other includes governance & financing charges and DTT related

Financial Review (continued)

Cost Per Transmitted Hour

As part of its Annual Statement of Performance Commitments, RTÉ publishes the average cost per transmitted hour of programmes broadcast by channel. The table below provides this information for 2023, together with comparative figures for 2022.

2023	RTÉ One €'m	RTÉ2 €'m	RTÉ Radio 1 €'m	RTÉ 2fm €'m	RTÉ lyric fm €'m	RTÉ RnaG €'m
Costs						
Indigenous Programming	109.8	56.3	28.0	5.5	3.9	10.4
Acquired Programmes – Ireland	4.7	0.4	-	-	-	-
– Overseas	11.3	6.8	-	-	-	-
General Broadcast & Transmission Operations	12.4	9.5	5.3	4.5	0.6	0.4
Transmission & Power Charges	1.2	1.3	1.6	1.2	1.2	1.2
	139.4	74.3	34.9	11.2	5.7	12.0
Hours						
Annual Transmission Hours (incl. simulcast)	8,760	8,760	8,777	8,760	8,760	8,760
Overall Average Cost per Transmitted Hour – 2023						
All Transmission Hours	15,900	8,500	4,000	1,300	700	1,400

Financial Review (continued)

2022	RTÉ One €'m	RTÉ2 €'m	RTÉ Radio 1 €'m	RTÉ 2fm lyric fm €'m	RTÉ €'m	RTÉ RnaG €'m
Costs						
Indigenous Programming	104.8	52.9	27.6	5.5	3.8	10.0
Acquired Programmes – Ireland	3.7	0.3	-	-	-	-
– Overseas	12.3	6.6	-	-	-	-
General Broadcast & Transmission Operations	13.0	9.2	6.0	4.6	0.7	0.6
Transmission & Power Charges	1.6	1.6	1.9	1.1	1.1	1.1
	135.4	70.6	35.5	11.2	5.6	11.7

Hours	Hours	Hours	Hours	Hours	Hours	Hours
Annual Transmission Hours (incl. simulcast)	8,760	8,760	8,805	8,760	8,760	8,760

Overall Average Cost per Transmitted Hour – 2022	€	€	€	€	€	€
All Transmission Hours	15,500	8,100	4,000	1,300	600	1,300

Annual Movement

% Change in Cost per Hour¹

All Transmission Hours	2.9%	5.3%	(1.2)%	-	4.5%	3.7%
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1. Costs per hour are rounded to nearest hundred euro. Percentage changes are calculated from the costs per hour before rounding.

Changes in average cost per transmitted hour are due to changes in programme costs due to a range of factors including changes in programme type and programme mix, levels of co-funding, the number of first transmission hours and repeat programming.

Who We Are

Television

RTÉ ONE

RTÉ ONE ⁺¹

RTÉ 2

RTÉ 2 ⁺¹



RTÉ News

Radio

RTÉ RADIO 1

RTÉ 2^{FM}

RTÉ lyric fm

RTÉ RAIDIÓ NA GAELTACHTA

RTÉ 2><M

RTÉ pulse

RTÉ RADIO 1
EXTRA

RTÉ GOLD[★]



RTÉ radioplayer

News and Current Affairs

RTÉ News & Current Affairs

Sport

RTÉ Sport

Digital

RTÉ.ie

RTÉ **PLAYER**

RTÉ Archives

RTÉ News

Orchestra

RTÉ Concert Orchestra 

RTÉ GUIDE

SAORVIEW

2rⁿ

RTÉ: What We Did in 2023

Fostering Ireland's Creativity

RTÉ is committed to supporting creativity among young people from a diverse range of backgrounds and allowing them to express themselves creatively.

RTÉ Supporting the Arts

During 2023, RTÉ supported 170 arts and cultural events all over Ireland through the RTÉ Supporting the Arts scheme. Spanning film, music, dance, opera, festivals, literature, theatre and exhibitions, RTÉ delivered a 30% increase year-on-year in the annual number of campaigns supporting Ireland's rich and vibrant cultural landscape. Across the year, RTÉ increased its commitment to supporting both new and established events in our communities, including Dublin Dance Festival, Baboró International Arts Festival for Children, Cúirt International Festival of Literature, Galway Film Fleadh, IFI Documentary Festival 2023, Culture Night 2023, Dublin Theatre Festival, and many more. The number of arts and cultural festivals and events supported by RTÉ has grown steadily from 100 per year in 2013 to 150 in 2022, and 170 in 2023.

The scheme offers dedicated promotion on RTÉ's television, radio and digital services, and extensive support across RTÉ's social channels. With production services often provided by RTÉ, in addition to promotional airtime, the RTÉ Supporting the Arts scheme is a lifeline to Ireland's creative and cultural sectors.

This is Art 2023

Creative Ireland and RTÉ's art competition for young people returned, with the winning entries announced on 10 June 2023, showcased on a national on-line digital gallery of all entries. With over 3,000 entries, the theme was 'This Is Inspiration', and young artists of all abilities, aged 18 and under, proved to be inspirational. Winners shared prizes from a fund of €10,000 as well as the This Is Art! Grand Prix Award - a specially commissioned one-of-a-kind glass trophy handmade by renowned glass artist - Róisín de Buitléar. For the first time, a special exhibition was mounted in Dublin's RHA Gallery, which was open to the public following a launch event featuring the young artists and their families.

RTÉ Choice Music Prize

RTÉ Choice Music Prize, once again, celebrated the best in Irish recorded music. The prize has become one of the music-industry highlights of the year since its inception in 2005. CMAT was named the winner of the Choice Music Prize Irish Album of The Year, for her debut *If My Wife New I'd Be Dead*, at a live awards ceremony in Vicar Street, Dublin, hosted by 2FM's Tracey Clifford and live on RTÉ 2FM.

RTÉ: What We Did in 2023

Fostering Ireland's Creativity (continued)

As Director of Music 2FM Adam Fogarty said:

"Rising is an important initiative for us at 2FM in our support of Irish music and artists. It is something we are incredibly enthusiastic and passionate about. We believe our Rising list for 2023 is a great example of how strong and diverse the Irish music scene is right now and we feel our listeners will be as excited as we are about the quality of talent coming through and the incredible music they are making."

2FM Rising is in association with IMRO and each of the 10 acts also received a €1,000 bursary (€10,000 in total) from IMRO.

Conor Curley from Fontaines D.C. picked up the band's Irish Artist of the Year prize, while Moncrieff accepted the Song of the Year prize virtually from Los Angeles for his single 'Warm', the song was selected from a shortlist of 10 by public vote. Cian Ducrot was named Breakthrough Irish Artist of the Year, while Sinead O'Connor made a rare public appearance to receive her prize for Irish Classic Album, presented by Dave Fanning, for her seminal 1990 release *I Do Not Want What I Haven't Got*.

The event was broadcast live on 2FM and a highlights TV programme was broadcast on RTÉ2 which featured exclusive performances from and interviews with several of the nominees, including Just Mustard, Aoife Nessa Frances, Pillow Queens, Anna Mieke and Thumper.

RTÉ Short Story Competition

'Mr Hoo' by John O'Donnell, "an exquisite and touching story about an easily-led, bird-loving young fellow's trip to the dark side – and subsequent redemption" in the words of the judges, was the winning story in the 2023 RTÉ Short Story Competition in honour of Francis MacManus. The announcement was made at a special RTÉ Radio 1 Arena RTÉ Short Story Special live programme hosted by Sean Rocks in the Pavilion Theatre, Dún Laoghaire and broadcast live on RTÉ Radio 1.

The winning stories were selected by writers Ferdia Mac Anna, Kathleen MacMahon and Claire Kilroy.

As winner, John O'Donnell received a cheque for €5,000. Second prize went to 'Tessa and Viviane' by Julie Cruickshank, who was presented with a cheque for €4,000, while third prize went to 'Breathe' by Robin Livingstone, who was presented with a cheque for €3,000. Seven runners-up received €250 each.

2FM Rising

2FM Rising's 10 artists for 2023 were: 49th & Main, Aonair, April, Jen Payne, KhahiKid, Negro Impacto, Ryan Mack, Still Blue, Sweetlemondae and Winnie Ama.

Chosen by a panel of experts, the eagerly anticipated annual list consists of 10 music acts tipped for success, are championed by 2FM during the year and promoted extensively across the station through airplay, interviews and live performances.

Alumni from 2FM Rising in recent years include world-class artists like Fontaines D.C., Denise Chaila, Dermot Kennedy, Jafairs, Lyra, Pillow Queens, Wild Youth, JC Stewart, The Murder Capital, For Those I Love, Monjola, Gemma Dunleavy and Plantain Papi.



RTÉ
CHOICE
MUSIC
PRIZE



RTÉ
CHOICE
MUSIC
PRIZE

RTÉ: What We Did in 2023

Supporting Communities

RTÉ is committed to supporting local communities in sharing their stories, developing their creativity and hearing their voices.

Treading the Boards

Dalkey Players, directed by Emma Jane Nulty, were crowned RTÉ All Ireland Drama Champions for their performance of *By the Bog of Cats* by Marina Carr at the Gala Awards ceremony in Athlone's Radisson Blu Hotel on Saturday 6 May as the curtain came down on the RTÉ All Ireland Drama Festival. The annual festival is held under the auspices of the Amateur Drama Council of Ireland (ADCI), which celebrated its 70th anniversary this year, with nine groups performing in Athlone to packed houses. Ballyduff Drama Group, directed by Ger Canning, who presented *The Welkin*, was second and Thurles Drama Group, directed by Margaret McCormack, who performed *The Seafarer* were placed third.

Cruinniú na nÓg

A national day of free creativity for young people, Cruinniú na nÓg took place on Saturday 10 June with more than 500 free creative events for thousands of young people throughout the country. A collaboration between the Creative Ireland Programme, local authorities and RTÉ, it's the only event of its kind in the world, with open days for young people who wanted to try their hand at circus skills, online and in-person workshops on rapping, and events as diverse as forest bathing in Castlefreke, celestial mechanics at the Dunsink Observatory, hula hooping in Waterford and sensory soap-making in Offaly.

Supporting BTYSTE 2023

After two years of the BT Young Scientist & Technology Exhibition as a virtual event, RTÉ was delighted to return to the RDS and to support secondary schools all over the country with a jam-packed schedule and a brand-new exhibition stand in the Industries Hall. RTÉ 2FM Rising star Sello performed during the opening ceremony, and the ever-popular RTÉ Weather 'Present the Weather' activity returned in 2023, offering visitors the opportunity to try their hand at presenting the weather using lights, cameras, autocue and weather graphics. Some of our RTÉ Weather presenters were on hand to give expert support and guidance tools.



RTÉ: What We Did in 2023

Mentoring Young Talent

In October 2023, RTÉ hosted an investigative journalism masterclass – an external event, which was open to journalism students, graduates, lecturers, and mentors and mentees of the John Schofield Trust.

The masterclass was hosted by acclaimed journalist and documentary maker Katie Hannon, who was joined by *RTÉ Investigates* reporter Aoife Hegarty, Editor of the RTÉ Investigations Unit David Doran and Managing Editor of TV Current Affairs Paul Maguire.

RTÉ's Internship Programme

In 2023, 15 aspiring content creators took part in RTÉ's six-month, paid internship. This initiative places inclusion at its very core, from design to delivery. In addition, it helps RTÉ to innovate in areas such as recruitment and in training and development. The interns took part in a comprehensive three-week course, which helped them with skills needed for a career in the media. Further training and opportunities were offered throughout their time in RTÉ. Moreover, all interns were paired with experienced mentors to help with their professional and personal development. To maximise the impact of the internship on the wider organisation, the interns were placed in teams across all our services, including radio, TV, news and current affairs, Irish language, young people's programmes, sport, technology and the commercial department.

RTÉ Creative Youth Network

In October 2023, we launched RTÉ Creative Youth Network and welcomed over 100 creatives to RTÉ. We were joined by talented young writers, content creators and aspiring journalists who came together to network and take part in our first session focused on TV production. Our panellists brought all of their experience, knowledge and talent to the table and spoke passionately about what they do. Afterwards, there was an opportunity for the group to network with each other and connect with RTÉ and our panelists.

RTÉ is piloting the RTÉ Creative Youth Network over 2023/2024 with panel discussions on the various aspects of radio, online and TV production and hands-on, behind-the-scenes tours with our crew.

Investigative Journalism Masterclass

RTÉ is a supporter of the John Schofield Trust and its mentoring scheme.

The John Schofield Trust works to improve social mobility in Irish and UK newsrooms through its mentoring schemes for early career and apprentice journalists, and for undergraduate journalism students. People from diverse and disadvantaged backgrounds are significantly under-represented in the journalism sector. The Trust believes this urgently needs to change so that newsrooms truly reflect our society. It supports young people who might otherwise never have considered journalism as a career, enabling them to champion their diverse stories and life experiences.



RTÉ: What We Did in 2023

Driving Inclusion and Equality

Public Sector Duty

Consistent with our core values, RTÉ is committed to meeting our obligations under the Irish Human Rights and Equality Commission Act, 2014. Section 42 of that Act establishes a positive duty on public bodies to promote equality, prevent discrimination and protect the human rights of all those with whom they engage – staff, service users and stakeholders alike.

RTÉ is currently reviewing and updating its overall Governance Framework and is preparing its updated Statement of Strategy 2025 – 2029 document. RTÉ will be undertaking a new Public Sector Duty Assessment and documenting an updated Action Plan in the context of these developments. This will be reported on in future annual reports.

Conscious Inclusion Workshops

Throughout 2023, RTÉ staff from across the organisation took part in a number of conscious inclusion workshops. The aim of these sessions was to explore the concept of unconscious bias and equip learners with ways to mitigate its influence. Our goal was to work together to create a culture of inclusion and an environment in which difference is welcome and diverse perspectives are sought with intention.

Stand Up Awareness Week

In November, RTÉ 2FM supported Stand Up Awareness Week a time for post-primary schools, youth services and Youthreach centres in Ireland to take a stand against homophobic, biphobic and transphobic bullying. It was the fifth time RTÉ 2FM had teamed up with Belong To Youth Services to support this important campaign.

Gender Pay Gap Report

In December 2023, RTÉ published its second annual gender pay gap report. These annual reports provide us with an important opportunity to measure our progress in this area, reflect on the results and identify areas where we can improve.

We are committed to making RTÉ a better place to work, and this includes taking whatever steps we can to reduce the gender pay gap. The 2023 RTÉ gender pay gap report confirmed that a gender pay gap does exist in RTÉ, albeit smaller than last year, and we continue to work to address this. We recognise that we can and must do better.

The mean gender pay gap is 11.29% (2022: 11.55%) and the median gender pay gap is 12.75% (2022: 13.03%).

RTÉ's ongoing actions aimed at addressing the gender pay gap include offering a variety of flexible working policies and extensive learning and development opportunities, and making our hiring processes more inclusive. Our successful internship programme and outreach activities have helped us to create new networks and attract candidates from more communities, and RTÉ is the better for it. There remains much more to do.

50:50 The Equality Project

RTÉ remained an external partner to 50:50 The Equality Project. This initiative uses a methodology that is rooted in data, creativity, practicality and passion to fundamentally shift representation within the media. In this context, teams from across the organisation continued to monitor the number of women and men in their content, track their progress in delivering greater representation across our programmes and content, and report their data to the Diversity in Content Group.

Following the methodology established by the 50:50 project, participating teams only count the contributors they control.



RTÉ: What We Did in 2023

Better Access, Better Learning

RTÉ is regulated in the delivery of Access Services by Coimisiún na Meán (formerly the Broadcasting Authority of Ireland (BAI)).

During 2023, RTÉ exceeded targets set by Coimisiún na Meán for the provision of Irish Sign Language (ISL) across all linear channels.

- 99% of all peak-time programming on RTÉ One was available with subtitles,
- while 99.9% of peak-time programmes on RTÉ2 were available with subtitles.
- On RTÉjr 53% of programmes were available with subtitles.
- 13.8% of content on RTÉ One and RTÉ2 was broadcast with Audio Description.
- 14.97% of content on RTÉjr was broadcast with Audio Description.

ISL on the *Late Late Toy Show*

2023 was the first time the *Late Late Toy Show* was signed by two Deaf interpreters, Sarah-Jane O'Regan and Jason Maguire, working with hearing interpreters Amanda Coogan and Ciara Grant. The commercial breaks on RTÉ News and RTÉ Player featured ISL clips of Signing Santa and his visit to The Holy Family School for the Deaf, in Cabra. The show was broadcast live on Friday 24 November, on RTÉ News Channel and RTÉ Player worldwide. The *Late Late Toy Show* ISL was also available to stream shortly after the live broadcast.

The response from the ISL community and the wider community continues to be hugely positive year-on-year. This year's show was especially well received by the ISL community, having two Deaf presenters for whom ISL is their first language.

Irish Sign Language Awareness Week

RTÉ was delighted to support Irish Sign Language Awareness Week 2023, from Monday 18 to Sunday 24 September, with some special ISL programming and content across our services throughout the week, highlighting RTÉ's ongoing commitment to the Deaf, Hard of Hearing and ISL Community in Ireland.



RTÉ: What We Did in 2023

Better Access, Better Learning (continued)

Highlights of Irish Sign Language Week include

- RTÉ One's *Nationwide* saw Bláthnaid Ní Chofaigh joined by Caroline Worthington, from RTÉ's Signed News & Weather team, at the International Sheepdog Trials in Blessington, which featured on-screen ISL presentation throughout.
- RTÉ News with Signing reflected the theme of each day of the ISL Awareness Week.
- On RTÉ2, news2day featured young Deaf and Hard of Hearing contributors across the week.
- On RTÉjr and RTÉ2, a number of children's programmes featured ISL across the week.
- RTÉ Weather hosted The Holy Family School for the Deaf TY students on Tuesday 19th September to show them how ISL Weather is made.
- On Saturday 23 September, International Day of Sign Languages, the RTÉ sign at the entrance to RTÉ's Donnybrook campus turned blue, a significant colour that symbolises Sign Language globally and represents how Deaf communities cherish their own language.
- RTÉ also re-introduced ISL classes for employees.

Deaf Awareness Training

RTÉ invited the Irish Deaf Society to provide Deaf Awareness Training to staff on 14 December, to mark National ISL Day, the day the Irish Sign Language Act was passed by the Dáil (signed into law by President Higgins on 24 December 2017). The RTÉ sign on the plaza was again illuminated in blue in support of National ISL Day.

Deaf Awareness Training aims to highlight the experience of the Deaf Community and the issues and barriers they face. This programme hopes to give guidance and clarity to those who have little or no experience with the Deaf Community, creating understanding and an ability to communicate in a Deaf-friendly way. It seeks to show the culture and language of the Deaf Community. Awareness of the Deaf Community is needed in order to break down barriers and unfounded attitudes.



RTÉ: What We Did in 2023

Better Access, Better Learning (continued)

DeafBlind Awareness Training

DeafBlind Awareness Training by Anne Sullivan Foundation took place on 27 June (Helen Keller's birthday), during DeafBlind Awareness Week. Training covered topics such as the causes of DeafBlindness, and included an experiential component in which attendees wore blindfolds and earphones while trying to navigate the room with assistance.

DeafBlind Awareness Week provides an opportunity to understand the experiences of individuals who are deafblind and to recognise and celebrate their remarkable achievements. Recognising DeafBlindness as a distinct disability is vital for developing and implementing effective care pathways and identifying appropriate support systems. DeafBlind Awareness Week plays a crucial role in raising awareness about the unique challenges faced by the deafblind community and advocating for the recognition and fulfillment of their needs.

Blind and Visually Impaired users have welcomed RTÉ's improvements in our Audio Description in recent years. Our audio describers have been trained to the highest international standard and have also completed an Audio Description masterclass.

We have increased our AD output across all channels and genres, with a focus on quality, and use of Irish voices.

RTÉ News



Hi, my name
is Japhet.

RTÉ: What We Did in 2023

Driving Greater Sustainability

RTÉ published 'RTÉ on Climate 2023-2025', which cements RTÉ's commitment to sustainability in a broader context by using its programming and content to educate our audiences about climate change based on scientific research. Environmental and climate change coverage is integrated into RTÉ News and Current Affairs programming and consistently available across all RTÉ platforms.

RTÉ continued to engage with albert, the BAFTA -managed programme designed to support more sustainable TV programme-making with the use of a carbon calculator. The calculator allows tracking of key metrics which lead to positive behavioural change in support of greater sustainability and allows production teams to measure their carbon footprints and to actively take steps towards reducing it.

A total of 315 programmes achieved albert certification in 2023, an increase from 111 in 2022, and included the following series:

- *The Late Late Show (series 2023 / 2024)*
- *The Today Show (ongoing)*
- *Prime Time (ongoing)*
- *Tommy Tiernan Show (2023)*
- *Champions League (2023)*
- *Rugby World Cup (2023)*
- *The Meaning of Life (2023)*
- *Aistear an Amhráin (2023)*
- *The Vanishing Triangle (2023)*
- *The Nobody Zone (2023)*

Energy management

RTÉ has established itself as a leader within the public sector by exceeding the targets set out by the National Energy Efficiency Action Plan (NEEAP) and strongly aligning with CAP23 obligations. RTÉ also became the first broadcaster in Ireland and the UK to achieve the international energy management standard ISO50001, in February 2021.

As part of the ISO50001 process, RTÉ keeps under ongoing review a register of opportunities in which targeted energy efficiency opportunities are identified and assessed.



RTÉ: What We Did in 2023

Driving Greater Sustainability (continued)

In 2023, the Energy Team targeted the upgrading of legacy air-conditioning systems in regional offices and our Donnybrook campus to modern electronically commutated (EC) fans and controls. This resulted in an energy saving of approximately 70% for those systems.

The Television Centre chilled water system, a significant energy user, will be replaced with a modern energy-efficient system that will reduce consumption by approximately 40%.

While reducing our energy usage is a key aspect of our energy management system, we have also installed 50kW of photovoltaic (PV) generation on the roof of Stage 7 on our Donnybrook campus. Overall, RTÉ reduced electrical energy consumption by 3% on our Donnybrook site.

Waste management

No RTÉ waste has gone to landfill since 2017, and effective waste management and prevention processes continue to contribute to reducing our waste product. The importance of waste prevention and segregation is actively promoted with a 'recycling at source' policy. A project to reduce the use of waste disposal bags has also impacted on our overall sustainability performance.

Biodiversity

RTÉ's Donnybrook campus has several pollination-friendly spaces. As a verified member of the All-Ireland Pollinator plan, RTÉ remains committed to this project.

Water

RTÉ aims to support national water conservation and protection ambitions. More than 97% of principal facility buildings are now metered to reduce wastage.

Unaccounted-for water (unmetered/leakage) in 2023 on the Donnybrook site was 27% of total water used due to a combination of additional metering and the elimination of leakage within the network through water main enhancements. Mains water usage has decreased by 10% in the past five years.



RTÉ: What We Did in 2023

Driving Greater Sustainability (continued)

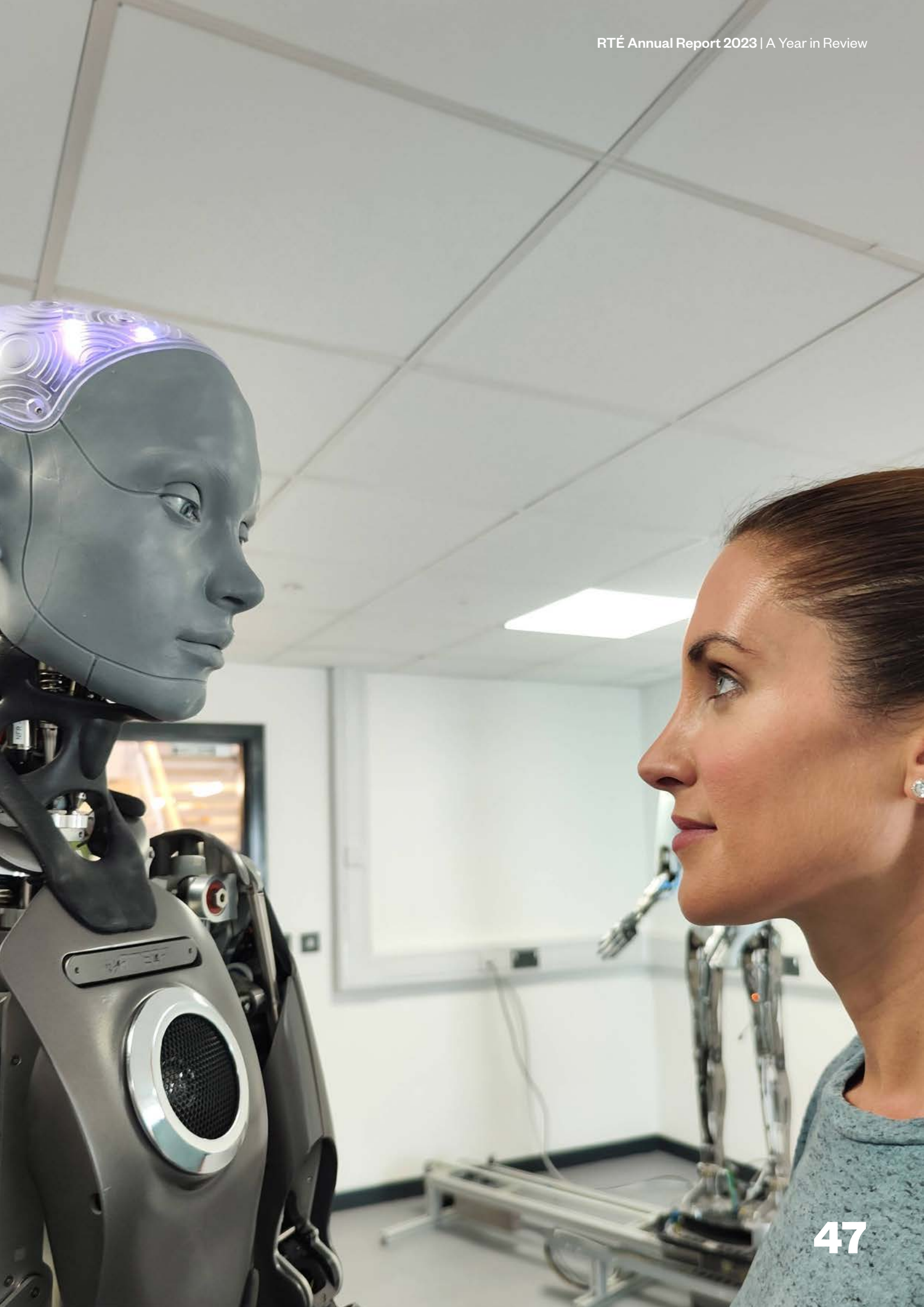
Working collaboratively to make a difference

- As a signatory to the Coimisiún na Meán (formerly BAI) Sustainability Roadmap Charter, RTÉ is dedicated to collaborating with its Irish media and screen industry partners to identify strategies that would expedite the shift to lower-emission output.
- As a participant in the European Broadcasting Union Sustainability Coalition, RTÉ collaborates with other media companies throughout Europe to investigate methods by which broadcasters can take the lead in reforming broadcast production and encourage viewers to take an interest in and act on climate change.
- RTÉ is an active member of Sustainable Media Ireland. Founded by Coimisiún na Meán, Sustainable Media Ireland unites Irish broadcasters with the goal of being a pioneer in sustainability and using their combined voice to build a more resilient, more inclusive, and greener future for all. In addition, Sustainable Media Ireland aspires to positively impact the Sustainable Development Goals (SDGs) of the United Nations.
- RTÉ is one of 26 companies in Ireland selected as an SDG Champion 2022/2023. This programme, coordinated by the Department of the Environment, Climate and Communications, was created to increase public awareness of the SDGs and to show how everyone in society can contribute to the 2030 Agenda for Sustainable Development by using the examples of the SDG Champions.

Science Week 2023 – A Focus on Climate Action

Climate action and our future took centre stage as RTÉ, with the support of Science Foundation Ireland, marked Science Week 2023 with a wide range of themed content across RTÉ television, radio, and online, including RTÉ News and a dedicated online resource at www.rte.ie/scienceweek, from Sunday 12 November to Sunday 19 November.

The returning *10 Things to Know About* helped viewers to learn more about our planet, while the one-hour documentary *Game Changer: AI & You* showed the increasing power and influence of AI on our lives. In *Tomorrow Tonight*, a scripted docu-drama set 27 years in the future, Mark Little and Carla O'Brien guide you through the breaking news moments on a seismic night in 2050, as climate change pushes the planet to a moment of crisis. RTÉjr offered plenty of food for thought for curious minds in series, clips and podcasts throughout Science Week across television, radio and online, including podcasts.



RTÉ: What We Did in 2023

Changing Children's Lives for Good

Inspired by children, the RTÉ Toy Show Appeal works to bring the magic of *The Late Late Toy Show* to every child in Ireland. By funding essential support, health, well-being, play and creativity, we aim to change children's lives for good.

In its first four years, the public have donated over €21m to help children who need some level of extra help. It is estimated that over 1.2 million children and family members have been helped each year since The RTÉ Toy Show Appeal began. Thousands of individual donations have helped to change the lives of children in every county in Ireland.

In 2023, the monies raised were made available as grants to registered charities who work to improve children's lives by an open application process, managed on behalf of RTÉ by Community Foundation Ireland.

Thanks to the generosity of our audiences in November 2022, in 2023 the RTÉ Toy Show Appeal was able to give grant support to an incredible range of projects; specialist equipment for children with disabilities; additional supports for children in hospital; food and nourishment to children at risk of food poverty; and joy and play through festivals and playgroups.

Grants were made available against the following three themes in the following categories:

- Addressing Essential Needs
- Health and Wellbeing
- Play and Creativity

Through an Open Grant Round, charities were invited to apply for funding through the Community Round (up to €25,000) or through the Impact Round (up to €75,000).

Community Level Grants

Grants of €5,000 up to €25,000 were made available to eligible organisations (with a turnover of less than €500,000) that can demonstrate the impact of their work at local and community level.

Impact Grants

Grants of between €25,000 and €75,000 for projects of a significant scale, likely to benefit many children, or address a very specialist need.



RTÉ: What We Did in 2023

Changing Children's Lives for Good

How the RTÉ Toy Show Appeal Helped Children in 2023

- Total awarded to charities in Republic of Ireland: to September 2023 €3,586,000 (2022 €5,991,449)
- 147 charities have benefitted, across the whole Island of Ireland (133 children's charities in Ireland and 14 in Northern Ireland)
- Total awarded to charities in Northern Ireland: £312,942.46

The Community Round supported 79 charities across the island of Ireland to support the most vulnerable and marginalised children and young people at a local level. With RTÉ Toy Show Appeal funding, charities are providing Community Food Banks for children impacted by the cost-of-living crisis, afterschool homework clubs for children from the Traveller Community and adventure activity programmes for young people with disabilities.

The Impact Grant Round supported 68 charities across the island to make profound and long-term impact for children and young people. This includes creative therapeutic supports for children who have faced domestic violence, wellbeing programmes for children who are undergoing cancer treatment and essential items for children seeking asylum in Ireland.

Read the RTÉ Toy Show Appeal Impact Report **here**. <https://about.rte.ie/wp-content/uploads/2023/11/RTE-Toy-Show-Appeal-Impact-Report-2022.pdf>

The RTÉ Toy Show Appeal



1.2 million children and family members

benefitted from the RTÉ Toy Show Appeal last year



€4 million

was donated by the public last November to help change children's lives



147 projects

were given grant support



1.6 million

television viewers of the *Late Late Toy Show*, watched in 139 countries via RTÉ Player



Over **€17million**

donated to help children via the RTÉ Toy Show Appeal since 2020.

RTÉ: What We Won

For the second time in three years, RTÉ Raidió na Gaeltachta won the prestigious international award of Radio Station of the Year at the International Celtic Media Festival.

RTÉ's Documentary on One team **won a number of awards for the documentary, *Blackrock Boys***, including Best European Audio Investigation of the Year at the 2023 Prix Europa Awards, Best Documentary at the second Annual Irish Podcast Awards, Best Documentary at the IMRO Awards, a Justice Media Award in the Human Rights/Social Justice Reporting (Broadcast) category and a Special Recognition Award at Headline's Mental Health Media Awards.

2023 was another successful year for RTÉjr Podcasts.

Mystery podcast *Cereal* won gold at the NYC Radio Festival. *A New Home* took silver in the same category. *The Listener* by Monkeyshine Theatre Company struck gold at the IMROs, topping the Best Radio Drama category. RTÉjr podcasts were nominated for 13 separate awards at the Irish Podcast Awards, topping both the Family and Rising Star categories with *Kidcast* and Bobby Aherne, the maker of *Nero's Class*.

***North Atlantic: The Dark Ocean* was awarded the Grand Prix – Best Film of Festival Award** at the Wildlife Film Festival Rotterdam, beating off some vaunted competitors including BBC's *Our Frozen Planet*. *North Atlantic* was commissioned by RTÉ, produced by Sea Fever Productions and funded by Coimisiún na Meán; Marine Institute; EPA; Department of Housing, Local Government & Heritage; and the Government's S481 scheme for Film & TV.

***Fair City* actor Bryan Murray was awarded the Irish Film & Television Academy (IFTA) Lifetime Achievement Award** in December in recognition of his outstanding contribution to the world of film and television.

RTÉ Radio 1's *Sunday Miscellany* won the Best Irish-Published Book at the An Post Irish Book Awards in November for *Sunday Miscellany: A Selection 2018–2023* (edited by Sarah Binchy) and became a best seller.

Drama on One's *Marconi & Me* by Zoë Comyns took third prize in the Drama category of the 26th Prix Marulić at a ceremony on Hvar island in Croatia.

RTÉ Archives' project *Measuring the Invaluable: Strategies for the Mass-Digitisation and Migration of 20th Century Media Formats* **won the 2023 International FIAT/IFTA Award for Excellence in Media Preservation**. This is awarded by a jury of experts from the Media Preservation Commission of FIAT/FTA each year.

RTÉ had seven winners at the prestigious RTS Ireland Television Awards/Gradaim RTS in Galway City in March across Factual, Specialist Factual, News & Current Affairs, Children's Programmes, Animation and Entertainment categories.

RTÉjr's *Alva's World* won the Best Media Literacy Intervention Award at the Media Literacy Awards, which was created for RTÉ by award-winning Irish animation studio Kavaleer Productions. *Alva's World* is a fun, irreverent animated show for pre-school children which aims to create a new canon of fables for the digital age, placing media literacy, internet safety and empathy at the heart of its inventive and whimsical storytelling.

RTÉ journalists and production teams won three awards and one merit at the Justice Media Awards in June: Aisling Moloney won in the Broadcast Journalism (Radio – National) category for her series of reports for RTÉ Radio 1 on *Family court system "not fit for purpose"*; the Prime Time team of Rita O'Reilly, Oisín McGreal, Laura Dowling, Richard Downes, Aidan McGuinness, Shirley Bradshaw and Dave Perry won in the Broadcast Journalism (TV/Video) category for *Christian Brothers: Denial*; RTÉ Documentary on One's *Blackrock Boys*, by Seán Mac Giolla Phádraig, David Nally and Liam O'Brien, won in the Human Rights/Social Justice Reporting (Broadcast) category; and Hannah McCarthy, Ronan Kelly and the RTÉ Documentary on One team for RTÉ Radio 1 were awarded a merit certificate in the Broadcast Podcast (TV/Video) for *The Taliban and Me*.

RTÉ Radio 1, RTÉ lyric fm, RTÉ Raidió na Gaeltachta, RTÉ 2FM and RTÉ jr Radio all picked up awards at the IMRO Awards. RTÉ Radio 1 won five gold awards at the awards, including Best Documentary for *Blackrock Boys* (RTÉ's Documentary on One) with *Documentary on One: Minding Mary* winning bronze in the same category.

RTÉ: What We Made

Drama & Comedy

Commissioned drama series through the independent production unit included Series 2 of the hugely popular *Kin* (Bron Releasing UK), which aired in 2023, as well as *Hidden Assets Series 2* (Saffron Moon).

In 2023, RTÉ presented a hugely increased number of drama hours. A mix of independently commissioned productions and co-productions meant that the Irish audience was treated to 10 different drama series across the calendar year.

Co-productions included the third and final series of *Smother* (Treasure Entertainment), thriller *Clean Sweep* (ShinAwiL) and kidnap drama *The Gone* (Keeper Pictures and Kingfisher Films). We also had the darkly comic *Obituary* (Tua Films) coming from the west of Ireland and the very funny *The Dry* (Element Pictures) in conjunction with ITVX. From the team behind *Smother*, drama in 2024 kicked off with *Blackshore* (Treasure Entertainment), a kidnap saga that engulfs a small town, exposing long-buried secrets and lies. Starring Lisa Dwan, *Blackshore* was produced by Rob Walpole and Rebecca O’Flanagan from Treasure Entertainment, directed by Daithí Keane and created by Kate O’Riordan.

Commissioned drama series through the independent production unit included Series 2 of the hugely popular *Kin* (Bron Releasing UK), which aired in 2023, as well as *Hidden Assets Series 2* (Saffron Moon).

Metropolitan Films producer David McLoughlin has overseen two series of *Kin*, starring Aidan Gillen, Charlie Cox, Maria Doyle Kennedy, Sam Keeley and Claire Dunne. The second series continued to tell the story of the Kinsella crime family’s struggle to curb their infighting as they climb to the top of the illegal drugs trade in Ireland.

Hidden Assets, starring Nora Jane Noone, Simone Kirby and Cathy Belton, follows the investigations of Ireland’s CAB Garda Unit, as they attempt to seize the ill-gotten gains of Irish criminals. Shot on location in Ireland and Belgium, *Hidden Assets* is produced by Siobhan Bourke and Kathryn Lennon from Saffron Moon, with investment partners from Acorn, Screen Ireland, Screen Flanders, Streamz and Mediafonds in Belgium and Facet 4 in Canada, and DCD Rights as the international distribution partner. Series 2 was written by Peter McKenna, Sinéad Collopy, Susan Connolly, Mary Fox and Marty Thornton, with Thaddeus O’Sullivan once again as lead director. Mary Fox and Marty Thornton came through RTÉ’s *Storyland* in 2017 and have become established writers in the industry.



RTÉ: What We Made

Drama & Comedy (continued)

Wrapped (Pipedream Productions) was a story about female friendship and betrayal, written by Tracy Martin, directed by Mia Mullarkey and produced by Claire McCabe.

The continuing popularity of *Hidden Assets* means that Series 3 is already in the scripting phase, with production planned to commence in the summer of 2024.

Original Irish drama was back on RTÉ2 in 2023 with a brand -new series of *Storyland*, featuring three unique, original and exciting single dramas. In collaboration with Screen Ireland, RTÉ's *Storyland* commissions new scripts and brings them to your television screens, specifically to pave the way for tomorrow's writers, directors and producers. Mary Fox and Marty Thornton, currently writing episodes of *Hidden Assets*, wrote a *Storyland* drama for RTÉ in 2017. Such diverse and authentic voices as these demonstrate the craft and originality that will sustain Ireland's rapidly growing television drama sector.

Wrapped (Pipedream Productions) was a story about female friendship and betrayal, written by Tracy Martin, directed by Mia Mullarkey and produced by Claire McCabe. *The Cousin* (MDV) was a thought-provoking, soulful story of a young man trying to escape a life of crime through art, written and directed by Stevie Russell and produced by Mike Donnelly. Written and directed by Nell Hensey and produced by Claire Mooney, *Falling for the Life of Alex Whelan* (Pure Divilment Pictures) was a beautiful, romantic tale of a woman who meets the man of her dreams and then loses him abruptly, having to imagine what might have been.

International co-production in scripted comedy allows us to place Irish talent on an international stage, and following a period of development RTÉ commissioned *Sisters*, a six-part comedy drama directed by Emmy Award-nominee Declan Lowney and starring Susan Stanley and Emmy nominee Sara Goldberg. It was co-produced by Peer Pressure in Ireland and Shaftesbury in Canada and aired on RTÉ One and on AMC/IFC in the US.



RTÉ: What We Made

Entertainment and Music

***The Full Irish Hidden Camera Show* was well received by audiences and a full 10-part series has been commissioned. Production is complete and the series will air in spring 2024.**

On RTÉ One, 2023 saw the return of two hugely popular shows in *Ireland's Fittest Family* (Animo TV Productions) and *Dancing with the Stars* (ShinAwilL). In January the nation slipped its dancing shoes on for the sixth series of the hugely successful entertainment juggernaut, as large numbers tuned in to dance away the winter blues. Jennifer Zamparelli was joined by new co-presenter Doireann Garrihy, who proved to be an instant hit with viewers and who spearheaded a drive to bring more new faces to RTÉ viewers. Judges Lorraine Barry, Arthur Gourounlian and Brian Redmond put a cast including Dr Marie Cassidy, Stephanie Roche and Panti Bliss through their paces, before Carl Mullan waltzed away with the glitterball trophy.

Later in the year, *Ireland's Fittest Family* returned to our screens and brought two big surprises with it. A new host arrived in Laura Fox, another new face for RTÉ One. Laura was immediately welcomed by viewers, as viewing figures continued to go from strength to strength. The series featured a brilliant range of exciting events, inspirational families from across the country, and our committed coaches who support and encourage our competitors. Not least among these was Sonia O'Sullivan, who came aboard to cover Anna Geary while she sat out the season to welcome her new baby boy. Ever the ardent competitor Sonia brought with her every bit of her instinct to win. Proving that original Irish content is world-beating, the tenth series of the format, which RTÉ first supported in 2014, brought audiences together, with all the signs indicating that this homegrown entertainment format has become a firm family favourite.

Building on this model, 2023 also saw the continuation of a new development drive across the wider independent production sector to secure a new generation of original Irish content to sit alongside existing formats. Extensive work across several months has led to new commissions and pilots. One of the first to emerge debuted in Christmas 2022 as Adare Productions delivered a new entertainment show that united our broadcast platforms, bringing the stars of the 2FM breakfast show to screen. *The Full Irish Hidden Camera Show*, hosted by Doireann Garrihy, Donncha O'Callaghan and Carl Mullan, was a brand-new 30-minute programme combining elements of comedy and traditional prank show to produce something altogether new and contemporary. The show was well received by audiences and a full 10-part series has been commissioned. Production is complete and the series will air in spring 2024.



RTÉ: What We Made

Entertainment and Music (continued)

The Two Johnnies Late Night Lock In (Green Inc) brought significant numbers of young viewers to the channel and helped to further cement the boys as key comic voices.

A desire to return to quizzes led to two new formats arriving on air. *The Money List*, hosted by Baz Ashmawy and produced by the in-house production team, was a format of real scale which saw couples from all over Ireland battle it out for a cash prize. The show connected strongly with audiences. In *Ireland's Smartest* (Green Inc), meanwhile, Claire Byrne sought out the sharpest minds in Ireland, inviting them to go head-to-head in a cerebral quiz for the title of 'Ireland's Smartest'.

The year saw the relaunch of *The Late Late Show*. New host Patrick Kielty was an instant hit with the audience. The look, tone and feel were evolved to deliver a show that still proves itself to be entertaining, important and quintessentially Irish.

We also took a new approach to the traditional New Year show by launching the first ever *Late Late New Year Special: 75 minutes of music, comedy, celebration and chat* that showcased the talents of a broad array of artists, some performing with the RTÉ Concert Orchestra. The show was extremely well received by audiences.

The in-house production team also delivered a hugely successful Elf-themed *Late Late Toy Show*, Patrick Kielty's first, which most definitely told the nation that 'Santa's coming'.

The award-winning *Tommy Tiernan Show* (Power Pictures) returned to screens, once again proving that its succinct and simple format is deceptively brilliant as audiences continued to view in significant numbers across all platforms.

On RTÉ2 the drive to develop new content led to *The Two Johnnies Late Night Lock In* (Green Inc), which arrived on screen with a bang. The show brought significant numbers of young viewers to the channel and helped to further cement the boys as key comic voices. RTÉ2 also enjoyed considerable success with *Love in the Country* (Kite Entertainment) – a format that captured some of the challenges of dating in rural Ireland and saw Anna Geary gracefully help singletons find love.

Meanwhile *Fleadh Cheoil* (Red Shoe Productions), *The RTÉ Choice Music Prize* (Southpaw Productions) and *St Patrick's Festival Parade 2023* (Coco Content) sat alongside another stellar series of *Other Voices* (South Wind Blows), meaning that RTÉ Entertainment kept Irish music, talent, creativity, performance and culture firmly centre-stage for audiences across all our platforms.



RTÉ: What We Made

RTÉ News & Current Affairs

RTÉ News & Current Affairs continued to lead the coverage of the biggest domestic stories as well as the major national and international events.

RTÉ News & Current Affairs continued to lead the coverage of the biggest domestic stories as well as the major national and international events, including the Israel/Hamas war, which began on 7 October. Our correspondents Tony Connelly, Paul Cunningham, along with Fran McNulty and crews Owen Corcoran, Ken Fogarty and Mark Ronahan, were on the ground in Israel providing accurate and factual reporting and documenting events across platforms as the crisis unfolded in Gaza.

RTÉ News & Current Affairs provided extensive coverage of the historic visit by President Biden to Ireland. We broadcast live television and radio coverage from Belfast, Dublin, Louth and Mayo over the four days. RTÉ.ie and RTÉ News App covered the official visit with a daily live blog as well as live video and audio streams.

RTÉ provided national and international feed TV coverage free of charge to broadcasters.

Bíonn Nuacht RTÉ le TG4 ann gach lá sa bhliain, saothar na meithle iriseoireachta ar fud na tíre, cuid lárnach den bhailiú nuachta laethúil.

RTÉ marked the 25th anniversary of the Good Friday Agreement with special live news and current affairs broadcasts, podcasts, and digital and archive content, explaining its significance and its relevance today to our younger audiences. Coverage on RTÉ included special dedicated programming and broadcasts from Northern Ireland by *Morning Ireland* and *The Week in Politics*, comprehensive news reporting on all platforms and a three-part *Your Politics* podcast series.

RTÉ News continued to be the most trusted news source in Ireland across all platforms and the News App retained its position as number one news app in Ireland. 2023 saw an increased emphasis on live reporting, with regular trackers detailing developments on major stories, including the Middle East, the RTÉ crisis, the Ashling Murphy murder trial and significant weather events. There was also a substantial increase in bespoke video created for digital audiences.

The RTÉ News accounts on all major social platforms saw audience growth, especially on platforms used by younger people. Our Instagram followers exceeded 600,000 while TikTok grew to over 260,000 followers through content created in a format that engaged those audiences.



RTÉ News SIX

RTÉ News SIX

RTÉ: What We Made

RTÉ News & Current Affairs

News2day, RTÉ's news service designed specifically for children, celebrated its 20th birthday on Friday 20 January 2023 with an exclusive interview with President of Ireland Michael D. Higgins.

Throughout the year we continued our commitment to coverage of climate issues and dedicated each month of the year to additional cross-platform content on the climate change and biodiversity stories that impact on all our lives.

Prime Time examined the future of Artificial Intelligence with a ground-breaking report looking at how this innovative technology will change jobs, industry, culture and life for many. Animating the reporter using AI, the report showed how deepfakes and misinformation can be used by bad actors.

Upfront with Katie Hannon successfully launched across TV, digital and social in January 2023. The programmes on immigration, the Dublin riots, coercive control and the future of the Catholic Church resonated strongly with audiences. *Upfront* saw strong growth in both television viewers and digital audiences throughout the year.

We continued to deliver news bulletins daily at 1.00pm, 6.01pm and 9.00pm on television and responded to breaking news events such as in Dublin on 23 November when riots broke out after an earlier stabbing in the city. We were in the community and telling the story of the devastating events in Clonmel, Co. Tipperary in August following the deaths of four young people on their way to celebrate their Leaving Cert results. Through the year news teams reported from around the island of Ireland and provided coverage of the deaths and funerals of Christy Dignam, Sinead O'Connor and Shane McGowan.

Radio News continued to deliver some of the most listened-to radio programmes from the newly built visualised radio studio, which has enhanced the visual offering on the RTÉ News channel as well as providing interview excerpts for online, social and TV. *Morning Ireland* remains the radio programme with the country's biggest audience and maintains its place as the programme of choice for Irish audiences.

News2day, RTÉ's news service designed specifically for children, celebrated its 20th birthday on Friday 20 January 2023 with an exclusive interview with President of Ireland Michael D. Higgins. To mark the show's two decades on air, students from St Kevin's National School, Littleton, Co. Tipperary put questions from RTÉ news2day viewers to President Higgins at Áras an Uachtaráin and the President revealed his thoughts on homework!

Nationwide continued to grow its engagement with audiences through a wide diversity of topics and communities drawn from all parts of the country. *Nationwide* continues to attract large audiences in the early evening on RTÉ One and on the RTÉ Player.



RTÉ: What We Made

RTÉ News & Current Affairs

(continued)

In spring, *RTÉ Investigates* revealed how 15 years after it was set up and tasked with regulating healthcare workers, the state body CORU still has no regulations or registration system in place for psychologists.

RTÉ Investigates – 2023

In spring, *RTÉ Investigates* revealed how 15 years after it was set up and tasked with regulating healthcare workers, the state body, CORU, still has no regulations or registration system in place for psychologists. *Ireland's Unregulated Psychologists* demonstrated how the dysfunctional system allows people with fake qualifications to treat hundreds of autistic children.

In March survivors of sexual abuse in St John Ambulance spoke publicly about their abuse for the first time. *RTÉ Investigates* revealed how in 2019, despite continued reports of ongoing sexual abuse in St John Ambulance, Tusla, the child protection agency, assured Government that there were 'no current concerns' about the organisation.

In July, *Dairy's Dirty Secrets* exposed the underside of Ireland's booming dairy sector, where the success of a multi-billion-euro industry often comes at the expense of the welfare of unwanted male calves. Over a number of weeks *RTÉ Investigates* filmed at several Irish marts and saw some handlers treat young calves capably and with respect. But others, including mart workers, farmers and transporters, showed a blatant disregard for animal welfare. Following the programme the Department of Agriculture launched a major investigation, which is ongoing.

Last autumn *RTÉ Investigates – Sex for Rent* exposed how predatory landlords were exploiting young vulnerable women caught in the rental crisis. The landlords were offering reduced rents for sexual favours. A call for legislation to protect female tenants followed.

In December, *RTÉ Investigates* broadcast a groundbreaking report, *The Planning Trap*, which used covert recordings to reveal profound abuses of the planning system by rogue environmentalists seeking cash payments to remove planning objections. A complete review of thousands of planning files was launched in the immediate aftermath of the programme, and the Taoiseach told the Dáil that government would examine planning legislation to address the issues revealed.



RTÉ: What We Made

Arts and Culture

An Artist-focused documentary included an intimate account of the extraordinary life of the distinguished sculptor Imogen Stuart in *Imogen from the Heart* (Curious Dog Films).

RTÉ continued to prioritise the creation of distinctive Irish arts and culture content intended to attract the broadest possible audience, while supporting and fostering the full range and diversity of Irish creative and performing artists.

Television

We continued the practice of commissioning in-depth profiles of major artistic figures both living and from the past and, in parallel, commissioning features and mini-series focusing on selected popular topics of broad cultural appeal.

Artist-focused documentaries included a highly personal account of the life and work of the author Sebastian Barry, *Family Stories* (Icebox Productions) and an intimate account of the extraordinary life of the distinguished sculptor Imogen Stuart in *Imogen from the Heart* (Curious Dog Films). A two-part feature on the iconic Augusta Gregory, *Lady Gregory: Ireland's First Social Influencer* (Kite Entertainment), featuring Lynne Ruane and Miriam Margolyes, presented a fascinating, offbeat and subjective profile of the life of a central figure from the Celtic Revival era. *Untameable* (Averner Films) featured a unique and ambitious juxtaposition of reflections on the special significance we ascribe to the humble bog and the inspiration that this rich and diverse ecology has provided to artists, as evidenced by the poetry of Seamus Heaney. These were supplemented by a series of artist portraits in *The Works Presents* featuring Gavin Friday, Donal Ryan, Ailbhe Ni Bhriain, Vera Klute, Linda Buckley, Joseph O'Connor, Kate Ellis, Mick O'Dea and Patricia Hurl.

Face the Music (Animo TV) was a fascinating observational three-part documentary following the working life of staff and students at the Royal Irish Academy of Music over the course of a year, while they coped with the unique challenge of a major redevelopment of the historic building. *Page Turners* (Vision Independent Productions) was a new light-touch series taking the viewer into the varied world of book clubs. This focus on the world of books extended to a highlights programme on the *An Post Irish Book of the Year 2023* (Bigger Stage), introduced by Oliver Callan.



RTÉ: What We Made

Arts and Culture (continued)

Arts and Culture programming on RTÉ Radio 1 continued to reach a variety of targeted audiences for regular programmes such as *Arena*, *The Rolling Wave*, *Céili House* and *Sunday Miscellany*.

Radio

Arts and Culture programming on RTÉ Radio 1 continued to reach a variety of targeted audiences for regular programmes such as *Arena*, *The Rolling Wave*, *Céili House* and *Sunday Miscellany*. In addition to its regular studio-based work, each of these programmes took to the road, broadcasting from a significant number of regional festivals and venues across the country. This was complemented by additional regular music and spoken-word output including *South Wind Blows*, *Folk on One*, *The Poetry Show* and *The Book on One*.

Specially commissioned features included *Impermanence*, a collaborative series of essays with Le Centre Culturel Irlandais, Paris, featuring writers including Kerri Ni Dochartaigh, Paul McVeigh, Neil Hegarty and Carlo Gebler; and *Continental Riffs*, a series of conversations between pairs of artists and producers that considered Europe through a cultural lens, with contributors including Andrew Clancy, Cillian Murphy, Joanne Hynes and Julie Feeney.

RTÉ's long-standing commitment to showcasing writing and storytelling talent also extended to the RTÉ Short Story Competition in honour of Francis MacManus, and weekly favourite *Sunday Miscellany*. The latter's annual Christmas-themed event with the RTÉ Concert Orchestra expanded beyond its regular venue – the National Concert Hall, Dublin – to a second Christmas programme of Wexford stories and music in the National Opera House, Wexford. The team also produced a substantial bestselling anthology of 150 recently broadcast scripts, published by New Island Books, which won a coveted An Post Irish Book Award in November. The RTÉ Short Story Competition published and broadcast 10 winning stories on RTÉ Radio 1 and rte.ie/culture, culminating in a live *Arena Special* from the Pavilion Theatre, Dún Laoghaire.

The ongoing series *The County Measure* continued to build a radio atlas of Ireland, with one programme dedicated to each of the 32 counties. This longitudinal series offers a gently paced and often off-the-beaten-track profile of the day-to-day life of people living within their local communities. Individual contributions, together with commissioned music and spoken word, convey how so many people's lives are to some degree shaped by their county's characteristics and the confluence of distinctive cultural references.



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RTÉ: What We Made

Arts and Culture (continued)

RTÉ lyric fm continued to offer a distinctive mix of classical music programming, with *Marty in the Morning*, *Niall Carroll's Classical Daytime*, *Liz Nolan's The Full Score* and *Lorcan Murray's Classic Drive*.

RTÉ lyric fm

RTÉ lyric fm continued to offer a distinctive mix of classical music programming, with *Marty in the Morning*, *Niall Carroll's Classical Daytime*, *Liz Nolan's The Full Score* and *Lorcan Murray's Classic Drive* each providing the best in Irish/international music and culture with a more niche evening offering of live concerts, jazz, opera, world and folk music along with speech features. Live broadcasts are a regular feature, including those to international territories via the European Broadcasting Union (EBU), such as the West Cork Chamber Music Festival and the National Symphony Orchestra, along with regular opera output including in-depth coverage of Wexford Festival Opera.

Innovative new programming and podcasts included the six-part, syllabus-driven RTÉ lyric fm *Leaving Cert Music Podcast*. Other programming highlights included *Ambient Orbit*, marking both the summer and winter solstices, the *Lyric Feature* documentary series and Black History Month in October. In December, *Evelyn Grant's Weekend Drive* featured Ireland's largest choral competition, Choirs for Christmas, involving the participation of some 100 choirs.

RTÉ lyric fm joined in the celebration of the RTÉ Concert Orchestra's 75th anniversary with a stunning tour of Aedín Gormley's much-loved *Movies and Musicals* to Dublin, Waterford and Limerick.

Online

Rte.ie/culture once again offered audiences on-demand access to the best content drawn from RTÉ television and radio shows, along with a variety of original content. Featured highlights included dedicated sections celebrating the centenary of the birth of author Brendan Behan and the 10th anniversary of the death of Seamus Heaney. Featured live events included streamed performances from Wexford Festival Opera, *Other Voices* and the Dublin International Piano Competition. The Culture section also hosted a range of significant content from other cultural organisations including the Arts Council, Culture Night and the First Fortnight Festival.



RTÉ: What We Made

Arts and Culture (continued)

Culture Night on RTÉ featured multi-platform coverage of original content across radio, online and the television centrepiece *Culture Night – Live at Dun Lúiche*.

RTÉ Concert Orchestra

The orchestra presented its characteristically diverse repertoire in live performances in Dublin and regional venues, including a new spring series in the National Opera House, Wexford, and regular slots at University Concert Hall, Limerick. Many featured as live or recorded broadcasts on RTÉ Lyric fm, including presenter-hosted performances modelled on daytime show favourites *Marty in the Evening* and *Movies and Musicals*. The orchestra visited summer festivals including All Together Now for a performance of Max Richter's Vivaldi Recomposed, and the Kilkenny Arts Festival for Neil Martin's setting of the Heaney epic poem *Sweeney*. The breadth of the orchestra's musical output was further reflected in broadcast highlights such as the jazz-infused world of the Delta Blues project and Guy Barker's *History of Soul*; a reunion of Irish music legends Moving Hearts; eclectic US band Bonny Light Horseman at Cork's Sounds from a Safe Harbour festival; standout classical performances conducted by Kensho Watanabe; and the debut of new associate artist, fiddle player Zoë Conway. RTÉ Radio 1 also featured the orchestra, continuing its chameleon-like series of Bank Holiday Monday broadcasts, *RTÉ Concert Orchestra Presents*, and an *Arena Special Movie Music Masters* with Sean Rocks.

Highlight

Culture Night on RTÉ featured multi-platform coverage of original content across radio, online and the television centrepiece *Culture Night – Live at Dun Lúiche*. The last of these involved a complex live broadcast from the Donegal Gaeltacht showcasing vibrant live music from *The Murder Capital*, *Ye Vagabonds*, *Aby Coulibaly*, *Olesya Zdorovetska*, *Mairéad Ní Mhaonaigh* and *Nia Ní Bheirn*, alongside diverse Culture Night events filmed around the country. The programme included a head-turning live performance of Sinéad O'Connor's *Troy*, in a special tribute by Jessie Buckley and the RTÉ Concert Orchestra.



RTÉ: What We Made

Factual

In *Dr Cassidy's Casebook: The Femicide Cases*, Dr Marie Cassidy looked back on her 20-year experience as Ireland's State Pathologist and asked why so many women die at the hands of someone known to them.

Dr Cassidy commented:

'We're all worried about the bogeyman, but it's someone in the bed, not someone under the bed.'

Documentaries

Documentaries can be a powerful means of allowing audiences to see the world from an entirely different perspective. From single documentaries that focused on the very personal to series that asked questions of us as a society, throughout 2023 RTÉ's documentaries managed to transport, engage, and often make audiences question their own views.

In *Patrick, A Young Traveller Lost*, Michelle and Pat McDonagh told how their 12-year-old son Patrick took his own life following relentless cyberbullying. President Michael D. Higgins attended an advance screening and subsequently issued a statement calling for the documentary to be shown in schools. In *Nicola – Taking Back Control*, coercive control survivor Nicola Hanney bravely told how she had taken steps to have her abuser, Garda Paul Moody, prosecuted for coercive control and subsequently reclaimed and then rebuilt her life. This documentary shed new light on and prompted much public discussion of the issue of coercive control – Moody's prosecution had been the first under new laws and this had been the first time that Nicola had spoken publicly of her experiences.

Society's attitude towards women, particularly those who suffer violence at the hands of men, was also examined in two major series on either side of the summer. In *Dr Cassidy's Casebook: The Femicide Cases*, Dr Marie Cassidy looked back on her 20-year experience as Ireland's State Pathologist and asked why so many women die at the hands of someone known to them. 'We're all worried about the bogeyman,' Dr Cassidy commented 'but it's someone in the bed, not someone under the bed.' This hard-hitting three-part series also explored the twisted psychology of the perpetrator and explored what it is in Irish society that makes us seemingly unable to stop this kind of behaviour from repeating itself. In May, *Beyond the Vanishing Triangle* re-examined the investigations into the high-profile disappearances of a number of young women in the 1990s. The documentary series questioned the established facts of these cases and, in the case of Annie McCarrick, established that vital statements had not been passed on to the investigating Gardaí. The series prompted a renewed focus on the case, which is now being treated as a murder investigation by Gardaí.



RTÉ: What We Made

Factual

The Silent Civil War was a two-part series that sought to lift the 100-year silence that surrounded the events of the Civil War.

Documentary on One returned for another season and included in its run was *Fear and Mistrust* a programme that looked at the rise of the far right in Ireland. The team also had international success across streaming platforms with another strong multi-part podcast series, *Finding Samantha*, which tracked the movements of serial con-woman Samantha Azzopardi. Azzopardi first came to public attention when, in 2016, she appeared outside Dublin's GPO in a distressed state, a suspected victim of child trafficking. The podcast series tracked Azzopardi across three continents – while she used over 100 identities – and through a series of increasingly outrageous scams, to her native Australia, where the law finally caught up with her.

Trailblazers

A number of single documentaries throughout the year focused on individuals who broke the mould to succeed in their chosen fields. *Liam Brady: An Irishman Abroad* looked at how national hero Liam Brady paved the way for other English Division One footballers to leave their clubs in the 1980s to find success abroad. Brady left Arsenal in 1980, at the peak of his powers, signing for Italian club Juventus, and went on to win two Italian championship medals with the club. *Kevin Moran: Codebreaker* focused on the years that Moran played at the highest level in GAA and English soccer. He managed to land a professional soccer contract with Manchester United while continuing to play Gaelic football for Dublin's legendary 1970s team: something that would be unthinkable now. *Man vs Ocean* looked at the preparation and mental strength required by Damian Browne and Fergus Farrell as they attempted to row across the Atlantic, from New York to Galway. Illness would mean that Farrell had to be rescued mid-Atlantic, while in a remarkable twist Damian Browne decided to continue with the attempt single-handed.

History

The Decade of Centenaries came to an end in 2023 and was marked by RTÉ with a series of landmark documentaries. *The Silent Civil War* was a two-part series that sought to lift the 100-year silence that surrounded the events of the Civil War. While veterans of the war had been reluctant to speak publicly about these events, they very often spoke of their experiences behind closed doors with their children and grandchildren. Co-funded by the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media under the Decade of Centenaries Programme, a team of academics spent two years collecting these stories that were handed down and the testimonies of the second and third generations to recount the trauma of these years.



RTÉ: What We Made

Factual (continued)

***Ireland 100: An Old Song Resung* brought over 100 artists, musicians, dancers and poets together in Dublin's RDS to commemorate the past 100 years of the Irish state in all of its achievement and complexity.**

Filmmaker Ken O'Sullivan explored the impact of human activity on marine life in *North Atlantic – The Dark Ocean*. The series explored issues like toxicity in whales from human activity and the decimation of fin whales due to whaling. The series encouraged the viewer to work harder to conserve these precious ecosystems.

Over 100 hours of recordings generated by *The Silent Civil War* has since been deposited in the National Folklore Collection in UCD.

RTÉ continued to explore the events of the Decade from different perspectives, with *Tony Connelly: A Hidden History* looking at the experiences of Tony's grandfather, who served as a member of the RIC in this period before moving North to become a member of the RUC post-partition. The Decade of Centenaries was brought to a close from a programming point of view in October with the powerful *Ireland 100: An Old Song Resung*. This event brought over 100 artists, musicians, dancers and poets together in Dublin's RDS to commemorate the past 100 years of the Irish state in all of its achievement and complexity.

RTÉ is very proud of its role throughout the Decade of Centenaries and is very grateful to its many partners and the hundreds of programme makers who have contributed to its output across this period. The work of these programme makers helped the country further understand, debate and commemorate the events of our foundational decade and leaves a wealth of archive that will be a valuable resource to future historians and programme makers alike.

Religion

Diversity is still at the heart of RTÉ Religion's output. As with previous years, RTÉ produced a number of short films to mark major festivals across a wide range of faiths throughout 2023. RTÉ also broadcast two new series that celebrated multiculturalism. In *Donal's Feasts, Fasts and Festivals*, a three-part series, chef Donal Skehan took a culinary look at the traditions that surround the celebrations of Ireland's minority faith communities. Meanwhile, the six-part series *A Ring and a Prayer* documented the experiences of 12 couples who ended up marrying despite coming from different faith backgrounds.

Sustainability and the Climate Crisis

2023 saw a continued focus on sustainability and the climate crisis across our output. Among the highlights was *Heated*, a six-part returning series, which looks at the challenges of and potential solutions to the climate crisis. In *Ireland's Wild Islands* Eoin Warner embarked on an epic journey by Galway hooker around Ireland's western coast. In this magical series, Eoin explored the already apparent impact of climate change on our biodiversity and made us question our own relationships with nature.



IRELAND 100
AN OLD
SONG
RE SUNG



RTÉ: What We Made

Sport

Undoubtedly the two World Cups dominated the sporting landscape. The Republic of Ireland women's team competed in their first World Cup in Australia, in a tournament that will live long in the memory in spite of the early exit at the group stage.

2023 in sporting terms was yet another year dominated by Irish teams and athletes competing on a global scale while reaching new heights and setting higher standards at home.

Undoubtedly the two World Cups dominated the sporting landscape. The Republic of Ireland women's team competed in their first FIFA World Cup in Australia, in a tournament that will live long in the memory in spite of the early exit at the group stage. Katie McCabe's goal will stand the test of time and will no doubt be a catalyst for further growth in the women's game and women's sport in general. The competition delivered record viewing numbers for the women's international team and again shows the potential of the sport and the desire to see further coverage.

The men's Rugby World Cup promised much, with huge levels of anticipation and expectation. It delivered excitement, thrills, spills and magic moments but ultimate disappointment as Ireland found themselves on the wrong side of the small margins that govern success and failure at the highest levels of elite sport. The fact that RTÉ Sport could bring the entire tournament to fans free-to-air in conjunction with Virgin Media Television – a collaboration that was also reflected in the Grand Slam success – further highlights the importance of free-to-air coverage of pivotal moments in Irish sport. Our ability, as a nation, to compete on the world stage must continue to be reflected on free-to-air platforms as a means of bringing key sporting moments to the widest possible audience while also inspiring future generations to emulate their heroes.

Our capacity to compete with the best in the world is continuously reflected across more and more sports, with world titles in paracycling, rowing and paralympic swimming, again captured across RTÉ Sport platforms. Such success was manifest when Rhys McClenaghan was named the RTÉ Sportsperson of the Year, having acquired back-to-back world gold medals in gymnastics in 2022 and 2023.

Domestically RTÉ Sport again provided extensive coverage of the GAA and soccer seasons as part of its over 900 hours of sporting coverage on television, with hundreds more on radio and thousands of articles online and across our social channels. The exploits of the Limerick hurling team and the Dublin football team again enthralled a nation as they defied their opponents and the passage of time to secure further All Ireland titles. It is truly the case that we may not see their likes again for quite some time, if at all.



RTÉ: What We Made

Sport (continued)

The continued success of GAAGO also allowed for an increased number of Gaelic games matches to be made available to the audience, which in turn allows for an enhanced offering in the free-to-air space across RTÉ Sport.

The prospect of a hurling five-in-a-row is real and will fuel a summer of speculation and anticipation in 2024.

The continued success of GAAGO also allowed for an increased number of Gaelic games matches to be made available to the audience, which in turn allows for an enhanced offering in the free-to-air space across RTÉ Sport.

The four-in-a-row theme was not limited to hurling, as Shamrock Rovers again dominated the League of Ireland season and, like the Shannonsiders, are primed for five in the season ahead, while the FAI Cup final saw an increased attendance and viewership as St Pat's took the trophy back to Inchicore.

With Munster rugby returning to winning ways and Willie Mullins continuing to dominate across the equine sector, RTÉ Sport was again to the forefront in terms of keeping key sporting moments accessible for the audience and in holding a mirror up to extensive Irish sporting success.

There are no quiet years in sporting terms anymore, and 2024 promises many more golden moments across so many sporting disciplines. RTÉ Sport will again deliver those moments across all platforms. From the pursuit of Olympic and Paralympic podiums to the quest for historic hurling feats, our public service remit will be central to everything we do.



RTÉ: What We Made

Young People

In 2023 the space princess, *Nova Jones* (Jam Media) was back by popular demand, wowing alien audiences and the kids back home with her space-tacular outfits and incredible tunes.

2023 was an exceptional year for kids' content across all our services. It was all about building on much-loved brands and delivering them to our young audiences in a variety of formats on whatever platform they choose to engage on. Imperative to delivering this type of service is brand recognition, underpinned by premium-quality content that we work very closely with the independent sector to deliver. The content that we are creating for our young audiences stands shoulder to shoulder with our broadcast competitors, and the Irish animation industry continues to wow internationally.

We will continue to constantly evolve and enhance our service, but to date there have been some notable successes. In particular, the RTÉ Player is establishing itself firmly as one of the go-to on-demand kids' destinations for top-class Irish content, alongside our two curated YouTube channels (RTÉjr and RTÉ Kids), which have gone from strength to strength, our award-winning podcasts available on the RTÉ Radio player, RTÉjr Podcasts ([rte.ie](http://www.rte.ie)), and not forgetting our websites RTÉ Kids (TV, podcasts and more) (www.rte.ie/kids) and RTÉ Learn (www.rte.ie/learn).

Outreach remains a key pillar of Young People's Programming (YPP) strategy in 2023 and we have loved bringing our programmes and presenters out and about to meet our audience face to face. 2023 saw RTÉjr at Kaleidoscope, Bloom, Junk Kouture, Fresh Film and the BT Young Scientist & Technology Exhibition.

This Is Art!, our nationwide digital art competition supported by Creative Ireland, went from strength to strength, culminating in the extraordinary This is Art! exhibition at the Royal Hibernian Academy: a truly special event celebrating the creativity of children and young people on the island of Ireland. We continued working in collaboration with our EBU colleagues on a number of pan-European initiatives delivering thought-provoking documentaries and wonderful dramas from across the European Union.

RTÉ Kids (7-12s)

In 2023 the space princess, *Nova Jones* (Jam Media) was back by popular demand, wowing alien audiences and the kids back home with her space-tacular outfits and incredible tunes. The incredibly talented Marvel artist Will Sliney also returned with a second series of *Will Sliney's Storytellers* (Pioneertown), encouraging kids everywhere to pick up a pencil and get drawing.



RTÉ: What We Made

Young People (continued)

2023 saw the return of Paper Owl's beautiful series *Bóin agus Beach*.

JourneyCam International (Dyehouse Films), the supersized version of the original *JourneyCam*, took us on a globetrotting journey from Poland to Pakistan, India to Cuba.

Another highlight of 2023 was *Space Camp Challenge* (Mind the Gap Films), co-funded by Science Foundation Ireland. This series followed eight Irish transition students on a once-in-a-lifetime opportunity to train as NASA astronauts in Huntsville space camp, USA.

Towards the end of the year the hilarious *Storybud* (Kite Entertainment) crashed back onto our screen with 10 new stories, five for Halloween and five giving the Storybud treatment to celebrities. We welcomed back Jason Byrne, Deirdre O'Kane and Tara Lynne O'Neill, and for the first time Panti and Dustin the Turkey sat in the big yellow chair.

We were also delighted to continue to support the creativity of our teen audience with the return of *Junk Kouture*, back in the 3Arena with 5000 screaming fans, presented by Sean Treacy, Órla Morris Toolen and Mary Claire Fitzpatrick. *Ireland's Young Filmmaker* of 2023, delivered by Fresh Film, was also a marvelous event that served to highlight and celebrate incredible next-generation creativity.

RTÉjr (0-6s)

We were bursting at the seams with both animation and live action for our younger audiences in 2023. First up was *Flix* (Pictor Films). Originally created by writer and illustrator Tomi Ungerer, Flix the only dog in cat town, barrelled onto our screens this year with his hilarious adventures. *Sullivan Sails* and his friend Benji (Distillery Films & Alt Animation) invited us to join them on dream-like adventures with lots of incredible animals from around the world, and *Silly Sundays*, a brand-new series from Cartoon Saloon, arrived full of giggles, colour and so much joy!

We were introduced to *Funny Little Monsters* (Mutiny Group & Elk), co-created by father and daughter duo Paul and Penny Lynch – Penny being the youngest TV executive in Ireland at 10 years of age – and, to wrap everything up, 2023 saw the return of RTÉjr favourites *Fia's Fairies* (Little Moon Animation) and Paper Owl's beautiful series *Bóin agus Beach*, while the rap-tastic creatures from *Urban Tails* (Pink Kong Studios) were back with foot tapping earworms to delight us all over again.



RTÉ: What We Made

Young People (continued)

In 2023, the ever-popular *Tír na nÓg* was also back for a second series.

Stop the Bus, *Storytime Takeover* and *Ireland's Unreal* offered laughs for the whole family (age three and above), and Maddie and Triggs, the podcast series made with Turnip and Duck, has become an exemplar internationally for the podcast-first approach, garnering major attention and funding from RTÉ and the BBC for a fully representative and accessible animated series and expanded podcast.

With a focus into 2024 on adding more episodes across our existing roster, kids' audio should prove a force to be reckoned with.

There were also loads of live action titles for our youngest viewers to enjoy. We met Simon and the gang for singing adventures in the lighthouse in our brand-new series *Simon Says* (Fibín Media), singing their way through the day and making sure everyone had a great time along the way. *Body Brothers* returned with series 3 (stop.watch television), and this time it was all about inventions. From toilet time to how you make plastic from vegetables, and lots more!

The ever-popular *Tír na nÓg* was also back for a second series. Síofra, Oisín and friends took us on another magical journey through the hidden garden gateway to Tír na nÓg as they learned about nature and the world around them through games, challenges and songs.

And speaking of adventures, in 2023 Ella Blaze and Lucy returned with even more spectacular episodes of *The Imagination Machine* (Firebrand), which saw them relentlessly pursued by Doctor Dotty and Mr Fluffy Pants, trying to get their paws on the Imagination Machine's magic book.

RTÉjr Radio & Podcasts

2023 was another tentpole year for RTÉjr Podcasts. Mystery podcast *Cereal* won gold at the NYC Radio Festival. Series 2 is currently in production, and is due to drop this June.

A New Home took silver in the same category. *The Listener* by Monkeyshine Theatre Company struck gold at the IMROs, topping the Best Radio Drama category. Our podcasts were nominated for 13 separate awards at the Irish Podcast Awards, topping both the Family and Rising Star categories with *Kidcast* and Bobby Aherne, the maker of *Nero's Class*.

In July, the launch of the 'Share a Journey' campaign across TV and radio went live, showcasing both *The Neighbourhood* and *Cereal* and pointing to our entire catalogue of kids' audio, which now runs to 31 tailored series. There was a notable increase in listeners and downloads, highlighting a genuine appetite for kids' audio in Ireland.

Kidcast, *Ecolution*, *CAKE* and *What's for Dinner?* offered a platform to kids across Ireland to share their voices, thoughts and feelings on everything from the environment to music, food and beyond. *Ecolution* was presented at the EBU podcast forum in a focus on podcasting for young audiences as the prime example of environmental podcasting for kids.



RTÉ: What We Made

In-House Cláracha Gaeilge

Mealladh na Mara was warmly received by the audience, and continues to perform equally well on repeat.

RTÉ's in-house Cláracha Gaeilge team had a bumper year in 2023, launching two much-praised new series alongside well-established formats *Scannal* and *Cloch le Carn*, which continued to attract large audiences and acclaim.

Mealladh na Mara (3 × 30') was a three-part documentary series in which three very different people explored their obsession with the sea. With epic seascape photography filmed on location in Mayo, West Cork, Kerry and Dublin, this one-off 'slow-TV' series told the stories of rescue diver Conall Ó Dómhnaill in Mayo, teacher and ferry skipper Niamh Ní Drisceoil in West Cork and Dublin-born GP and pro surfer Eoin McCarthy Deering. It was warmly received by the audience, and continues to perform equally well on repeat.

Aistear an Amhráin (4 × 30') was a new documentary music format that delved into the social and cultural history, myths, truths and untruths behind some of Ireland's best-loved songs. The inaugural series uncovered the explosive truth behind Seán Ó Riada's iconic 'Mná na hÉireann'; the heartbreaking social history behind the Saw Doctors' emigration anthem 'N17'; the fascinating history captured in the Dubliners' much-loved ballad 'Monto'; and, in a timely first episode, it explored why the Wolfe Tones' 'Come Out Ye Black and Tans' continues to raise hackles and spirits in equal measure. Both series were warmly received by audience and critics alike; *Aistear an Amhráin* will return for a second series in 2024.

Cláracha Gaeilge's long-running obituary format *Cloch le Carn* celebrated the lives and legacies of four great Irish icons who left us in recent times: broadcaster and musician Shay Healy, Dublin GAA legend Brian Mullins, the Chieftains' musical trailblazer Seán Keane and Aslan frontman and national treasure Christy Dignam. The programmes were made as one-off specials and broadcast on Bank Holidays and Christmas 2023, each garnering above-average audiences and much praise.

Long-running documentary format *Scannal* continues to be an audience favourite, consistently delivering quality programmes and high ratings. The 2023 season looked back at stories that shocked, divided or captivated the nation: the tragic unsolved case of six-year-old Mary Boyle, who disappeared from her grandparents' home in Donegal in 1977; the kidnapping of Jennifer Guinness in 1986; how the nation got hot under the collar about animal rights during the 2022 Puck Fair; and, in a special episode looking back at Ireland's in-out relationship with water charges, 50 years of a rain-soaked island in the North Atlantic getting hot and steamy over H₂O.



RTÉ: What We Made

In-House Cláracha Gaeilge (continued)

In the second series of gentle observational format *Ar an Sliabh*, Strident's teams filmed with families in three mountain regions of Ireland – the Glens of Antrim, Earagail in Donegal and Cnoc Bhréanainn in Kerry – to illustrate the realities of life in some of Ireland's most remote mountainous areas.

The in-house Irish Language team will broadcast a number of new and returning series in 2024, and mark the 20th anniversary of *Scannal* with a three-part special looking back at the ongoing legacy of some of the stories covered by the series over 25 seasons.

Independent Productions

In 2023, RTÉ Cláracha Gaeilge in-house programming was complemented by an ambitious slate of new series commissioned by RTÉ with support from the BAI Sound and Vision Fund and the Irish Language Broadcasting Fund (ILBF), and produced by independent production companies from across the Island of Ireland.

Big Mountain Productions produced three series for RTÉ Gaeilge in 2023. In *Réaltaí na Gaeltachta*, a group of famous faces took up the challenge of (re-)learning the Irish language, going back to the Gaeltacht, staying with mná tí and attending class, just like thousands of Irish students do each summer. This was a beautifully produced, fun series with a serious message, which garnered many headlines and high ratings.

Big Mountain also brought us a third run of the highly popular pet series *Peataí*, in which vet Ellen Hegarty, groomer Paul Ó Gallachóir and animal behaviourist Paula Doohan solved more pet problems from all over the island. And in spin-off five-part series *Madraí*, Paula and Ellen took on the nation's most badly behaved lockdown puppies and their stressed owners.

Big Mountain also brought the beautiful *Story of a Songbird: Dolores @ 70* to our screens during Christmas 2023. This hour-long docu-music special celebrated the music of folk icon Dolores Keane at the Keane family homestead, Carragh Cottage, with special performances from Paul Brady, Tommy Sands, Mick Hanly and many more.

Strident Media also produced three peak-time series for RTÉ Cláracha Gaeilge in 2023. An ambitious and beautifully filmed six-part farming series, *Saol na Feirme*, followed the lives of 11 very different Irish farming families in counties Antrim, Armagh, Donegal, Galway, Mayo, Meath, Waterford and Kerry across four seasons. In the second series of gentle observational format *Ar an Sliabh*, Strident's teams filmed with families in three mountain regions of Ireland – the Glens of Antrim, Earagail in Donegal and Cnoc Bhréanainn in Kerry – to illustrate the realities of life in some of Ireland's most remote mountainous areas.



RTÉ: What We Made

In-House Cláracha Gaeilge (continued)

In 2023, Sugartown Films produced *Seisiún*, an innovative four-part music series presented by West Kerry musician Muireann Nic Amhlaoibh.

Housing continues to be one of the most pressing issues in Ireland, and in Bog Amach presenter Emer Mhic an Fhailí accompanied six couples and families in their quests to downsize, upsize or make a new life.

Below the Radar Productions produced *999 Faoi Oiliúint*, a smart, edgy four-part observational series that followed trainee emergency workers as they prepared for a career in the emergency services. It featured the stories of trainees with Foyle Search and Rescue, Galway Fire Service, Mayo Mountain Rescue, Dublin Fire Service, National Ambulance Service Ireland, Lough Neagh Search and Rescue and the Irish Coast Guard.

Sugartown Films produced *Seisiún*, an innovative four-part music series presented by West Kerry musician Muireann Nic Amhlaoibh. This much-praised series showcased the bands, musicians and singers who have proud associations with four of Ireland's most-cherished family-run venues: Campbell's Tavern in Galway, the Cobblestone in Dublin, Connolly's of Leap in West Cork and McGrory's in Culdaff, Co. Donegal.

Rúnda Productions' *Viva Mary* was a highly acclaimed one-off documentary which told the story of 90-year-old Mary Lamb Waugh, daughter of renowned Irish artist Charles Lamb. This much-praised documentary was an uplifting and life-affirming portrait of a devoted grandmother, inspiring mother, caring friend and teacher, intrepid sailor and traveller, talented musician, proud emigrant and witty storyteller.

Another warmly received one-off documentary was *Ré Réabhlóide: An CLG agus Cogadh na gCarad*. Made by Imagine Media, this documentary, commissioned to mark the centenary of the Civil War, followed GAA presenter and commentator Gráinne McElwain as she explored the critical role played by the GAA during and after the Civil War.

In a moving tribute, *Aniar Teo* captured the craic and the ceol that characterised the late Séamus Begley, both on- and off-stage. *Séamus Begley: The Bold Kerryman* painted a thoughtful and moving portrait of a unique musician who was as at ease on his farm in West Kerry as he was playing for thousands on the great stages of the world.

In addition to commissioning content for RTÉ, RTÉ Cláracha Gaeilge also commissions content for TG4 as part of the content-provision agreement between the broadcasters. In 2023, IRIS Productions produced coverage of URC Live/Rugbaí Beo for broadcast on TG4.



RTÉ: What We Made

In-House Cláracha Gaeilge (continued)

Following on from the 2022 celebrations of the contribution that the station has made over the past 50 years, enriching and strengthening the Gaeltacht and Irish-language communities around the country, three large regional concerts were held in spring 2023 and broadcast live on radio and visually online.

RTÉ Raidió na Gaeltachta

Fifty years after it was established, RTÉ Raidió na Gaeltachta brought the curtain down on the events that marked this milestone in Irish broadcasting history. Following on from the 2022 celebrations of the contribution that the station has made over the past 50 years, enriching and strengthening the Gaeltacht and Irish-language communities around the country, three large regional concerts were held in spring 2023 and broadcast live on radio and visually online. Over 100 performers and 800 audience members from local communities gathered in Gaoth Dobhair in Co. Donegal, Na Forbacha in Conamara, Co. Galway and Baile Mhuirne in Co. Cork. These events brought the best of local talent and some more well-known artists to the stage to celebrate their own communities and the role of the station. As concerts and events, they were hugely successful and whetted the appetite for more such undertakings.

For the second time in three years, RTÉ Raidió na Gaeltachta won the prestigious international award of Radio Station of the Year at the International Celtic Media Festival. This award highlighted the strong and close relationship between the station and its listeners, and the importance of the station and its integral role in public service broadcasting as part of the national broadcaster.

News, current affairs, entertainment and sport were again central to the schedule, covering local, national and international stories, events and games. Music and culture are part of the station's DNA and feature heavily in the output. In 2023 an emphasis was again placed on smaller outside broadcasts from community centres, schools, churches and various festivals, which brought the community together to share their stories with other Gaeltacht and Irish-language communities.

RTÉ Raidió na Gaeltachta was front and central at some of Ireland's largest cultural events during the year, among them, the Willie Clancy Summer School, Fleadh Cheoil na hÉireann, Oireachtas na Gaeilge and Comórtas Peile na Gaeltachta.

However, 2023 will also be remembered as the year in which our friend and colleague Rónán Mac Aodh Bhuí sadly passed away. There was a huge outpouring of love, respect and admiration for the brilliant Donegal broadcaster, who was a force of nature and whose legacy is immense. *Ar dheis Dé go raibh sé.*



RTÉ: What We Do

Distribution

2RN

2RN, a wholly owned subsidiary of RTÉ, maintains, manages, and develops Ireland's broadcast transmission network for all broadcasters on the island and provides infrastructure services to the telecommunications industry. As custodians of Ireland's national broadcast transmission network, 2RN makes sure the nation is always switched on and again achieved 99.99% reliability across television and radio transmission services.

The Saorview and Saorsat services transmitted by 2RN continued to make public-service television and radio services available free to every home in the State, offering high-quality video and audio. Of the c. 1.75 million television viewing homes in Ireland, c. 648,000 homes had Saorview in 2023 and in c. 209,000 homes, Saorview was the only means of watching broadcast television.

Overall, 2RN generated revenue of €27.6 million in 2023, a small increase on 2022. Overall, the €27.6 million and year-on-year performance reflects the stability of the broadcast market and a solid performance of the mast and tower rental market.

In 2023 RTÉ Radio One service on LW252 radio ceased operation and the AM structures near Summerhill in county Meath and Tullamore in county Offaly were demolished. Challenge TV, TG4+1 and Cula 4 joined the Saorview platform. There were no significant changes in the local, regional, or national radio market, as available spectrum capacity in the FM band is almost fully utilised. Cost pressures and competition in the telecommunications business continue to grow as is the requirement for fibre-optic connectivity.

RTÉ: What We Do

Distribution (continued)

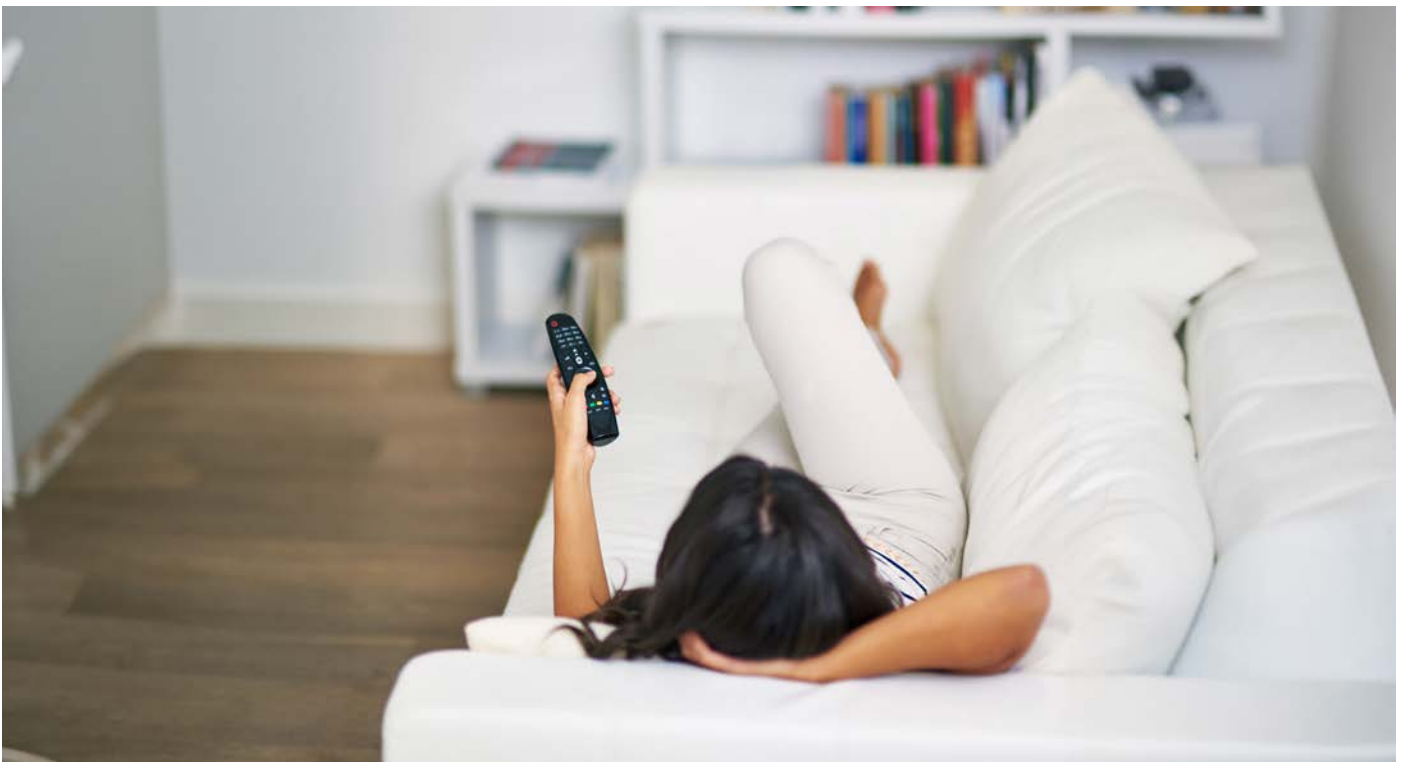
Saorview

Ireland's free digital TV service continued to deliver for Irish TV viewers in 2023. Saorview audiences represented 37% of all TV homes (Nielsen establishment survey, January 2024).

In 2023, we added three new channels to the Saorview lineup - TG4+1, Cúla 4 and Challenge. This followed the upgrade of TG4 to High Definition in December 2022. The presence of three HD TV channels on the platform further adds to the appeal of Saorview, with a total of 16 free TV channels and 11 radio stations now available to viewers.

We promoted the availability of Saorview with TV and radio advertising campaigns running throughout the year. Campaigns featured both English and Irish versions, in line with obligations under the Advertising Provision of the Official Languages Act, implemented October 2022. The message 'Make your Smart TV Smarter by plugging in an aerial' was reflected in the Saorview website and retail POS.

We are currently working on developing a next generation service for Saorview to provide an expanded choice of free channels and on-demand content, combining Digital Terrestrial Television and broadband, that will be available on newer Smart TV sets. The project is in its early stages. We will keep our audiences informed on this initiative via the Saorview website as we progress.



RTÉ: What We Do

Digital

RTÉ Player had a record-breaking 2023 with over 105 million streams.

RTÉ Player

RTÉ Player had a record-breaking 2023 with over 105 million streams.

2023 was the biggest year ever for RTÉ Player, with the live and on-demand streaming service delivering a record 105 million streams and 35 million streaming hours, reaching 1.8 million unique users per month by the end of the year. 26th July was the biggest day of the year on RTÉ Player with over 250,000 hours of content streamed on the day that Katie McCabe led the Republic of Ireland in a crucial clash against Canada during the *FIFA Women's World Cup*.

The RTÉ Player Top 10 reveals that Irish audiences love to stream a wide range of content, from their daily dose of soaps including *EastEnders*, *Home & Away* and *Fair City* (20 million streams combined) to critically acclaimed drama as well as live sport from the *Rugby World Cup* to *The All-Ireland Senior GAA Championship* and the only place to watch all 64 games from the *FIFA Women's World Cup*. It was the strongest performance yet for RTÉ Player exclusives and box sets, with 27 million streams for Irish and international scripted titles. Audience favourites included *KIN*, *Happy Valley*, *The Dry* and *One Tree Hill*, along with Irish classics like *Love/Hate* and *The Young Offenders*.

Kids content on RTÉ Player delivered 5 million streams in 2023. *Peppa Pig* and *Bluey* were hits on all platforms, along with Irish language programme *Peppa Muc* and award-winning *Dizzy Deliveries* - the first programme to teach children Irish lámh signs.

RTÉ Player Originals continued to launch new faces and formats online with home renovation series *Relove My Space* presented by Fionnuala Jones and Paul Kinsella taking the top spot in this category and Anna Clifford's new series *Ireland's Perfect Pubs* which launched in October already proving to be a massive hit. RTÉ Player Originals delivered 550,000 streams, with a 21% increase in time spent year on year which resulted in 80,000 hours being streamed.

2023 was a year of big events and RTÉ Player delivered exclusive content around the *FIFA Women's World Cup* with Charleen and Ellie's *Football Fever*, and Darren Conway and Joseph McGucken came back to bring us *Darren and Joe's Rugby Bandwagon* just in time for *The Rugby World Cup*. For Eurovision, Davina Devine hosted a Eurovision themed watch-party, as four music acts put their spin on Eurovision classics.



RTÉ: What We Do

Digital (continued)

Top stories included the Dublin riots, the RTÉ payments scandal, the untimely passing of Sinead O'Connor and the two bouts between Katie Taylor and Chantelle Cameron.

Audiences are now increasingly choosing the biggest screen in the house to watch their favourite shows on, with TV becoming the largest streaming platform for RTÉ Player in 2023, delivering 43% of all streams. As well as being able to access RTÉ Player through smart TVs and connected devices such as Chromecast, Apple TV and Roku. The full RTÉ Player experience was launched on Sky Q via an integrated app in June 2023.

Smartphone and tablet devices accounted for 35% of all RTÉ Player streams in 2023. A phased roll-out of a new app began on Android devices in July 2023 and has been completed, with iOS roll-out commencing in March 2024. Features include maximising device real estate, larger 'hero' home screen imagery, improved footer navigation on home page highlights, introduction of show logos in place of plain text on hero highlights, introduction of 'portrait rails' on the homepage, enhanced streaming controls, improvements to app start-up performance and navigation performance.

RTÉ.ie

2023 saw RTÉ.ie continue to maintain its position as the number 1 news and entertainment website in Ireland.

Total pageviews were over 910 million and unique visitors averaged 7.5 million. Average time spent per visit was up 1% averaging 8 mins and 29 secs from last year.

Top stories included the Dublin riots, the RTÉ payments scandal, the untimely passing of Sinead O'Connor and the two bouts between Katie Taylor and Chantelle Cameron. Articles from the RTÉ Investigations Unit also proved very popular, providing context and extra detail alongside their television programming. Irish involvement in major awards shows dominated the Entertainment, Culture and Lifestyle pages as we celebrated Irish wins as well as Irish fashion on the red carpet. Our Eye on Nature competition drew an impressive 215K page views with the captivating results featured in our online gallery. RTÉ Archives celebrated the life and times of Shane McGowan. Meanwhile, RTÉ Brainstorm saw climate and weather-related articles as some of the most popular among the output penned by our academic experts. The [rte.ie/gaeilge](https://www.rte.ie/gaeilge) section also saw continued growth with articles on learning Irish continuing to be a popular read.

Finally, [rte.ie/history](https://www.rte.ie/history) saw the last instalment of our Irish Revolution series as the Irish Civil War centenary drew to a close. The section now offers a permanent record and overview of the Irish revolutionary period from 1916 to 1923. The history section also added an index celebrating 25 years since the Good Friday agreement.

THE GOOD FRIDAY AGREEMENT
25TH ANNIVERSARY

THE AGREEMENT

The Agreement: watch the documentary
Good Friday Agreement

The Good Friday Agreement on RTE TV
Good Friday Agreement

A safe home: growing up after the Good Friday Agreement
Good Friday Agreement

How unionism's old distrust of the south threatened the agreement
Good Friday Agreement

A work in progress: post-Agreement cinema in Northern Ireland
Good Friday Agreement

Back to the Future: Human Rights and Equality in the GFA
Good Friday Agreement

The women who were crucial to the Good Friday Agreement
Politics

The Peace Link: Reconciliation through sport
Good Friday Agreement

From Around RTÉ

More From Around RTÉ ↗

Cuimhní ar Chomhaontú Aoine an Chéasta - Éist Siar
Good Friday Agreement

Church leaders mark Good Friday Agreement anniversary
Ulster

Lyric Theatre bring acclaimed Good Friday play to Electric Picnic
Theatre

Irish, US politicians to hold meeting in Dáil chamber
Politics

Report lays out strategy for future NI economic growth
Business

Stormont Assembly Election
Stormont

Stormont Rocks
Entertainment

RTÉ Archives



From the archives: the results of the referendum
Good Friday Agreement

RTÉ: What We Do

Digital (continued)

The publication of the book, *Dear Gay*, in association with Gill publishing, based on listeners letters and responses to the Gay Byrne Show on radio in the 1980s and '90s, demonstrated the critical social, historical, and cultural impact and value of public service broadcasting maintained and made accessible by the RTÉ Archives.

RTÉ Archives

RTÉ Archives maintains a collection of audiovisual recordings, photographs and documents relating to RTÉ output from 1926 to the present day.

In 2023, there were over 3.45 million visits to the specially curated RTÉ Archives website for the public to explore a wide range of content and subject matter from a record of Irish life captured by RTÉ radio and television. 1,114 new stories were added to Archives Daily content online. There were 2.58 million plays of video files and 105,620 plays of audio files through the RTÉ Archives website.

RTÉ Archives ongoing programme of work to digitise and preserve its legacy recordings on video and audio continued spanning some 90 years of broadcast content. Work on conservation and digitisation of the legacy audio collections, included the commencement of a special project on Irish Language recordings supported by Coimisiún na Meán. The audio collection project incorporates some 80 tons of material when packed, comprising of over 200,000 individual tape and disc recordings and which will result in c. 270 terabytes of audio archive data when digitised. For its exceptional detailed work on this project to date, RTÉ Archives won the 2023 FIAT/IFTA, the international network of broadcast archives award of 'Excellence in Media Preservation for Measuring the Invaluable, strategies for the mass digitisation and migration of 20th century media formats'.

Throughout 2023, RTÉ Archives content continued to support a wide range story telling across the creative Irish media sector both in RTÉ output and across the wider Irish creative media sector, including on international platforms, bringing RTE Archives to new audiences. Drawing on the rich collections of archive material, some highlights include: RTÉ's long running series, *Cloch le Carn*, celebrating the lives of two extraordinary artists in 2023, fiddle maestro and lifelong member of The Chieftains, Seán Keane, and the late Christy Dignam, celebrated and gifted frontman of the band Aslan; *The Road Down Under*, a documentary on the Irish Women's National Football team and road to the FIFA World Cup 2023; *Stolen*, the acclaimed feature on Mother and Baby homes survivors, premiered at the Dublin Irish Film Festival; and *The Way We Were*, an assessment of the Irish National Identity as seen through the everyday lives of ordinary people since the official formation of the State in 1937.

Shane MacGowan



MacGowan, Shane

Shane MacGowan (1957-2023) singer-songwriter and frontman of the band The Pogues.

Shane MacGowan was born in Kent, England to Irish parents.

Since founding The Pogues in 1982, he collaborated with artists including [Kirsty MacColl](#), Joe Strummer, [Nick Cave](#), Johnny Depp, [Sinéad O'Connor](#), and [Ronnie Drew](#).

From 1992 to 2005, he performed as Shane MacGowan and The Popes.

The Pogues released their debut album 'Red Roses for Me' in 1984. This was soon followed by '[Rum Sodomy & the Lash](#)' (1985) and subsequent albums 'If I Should Fall from Grace with God' (1988), 'Peace and Love' (1989) and 'Hell's Ditch' (1990). In 1986, the band's song 'Streets of Sorrow' about the Birmingham Six was [banned in Britain](#).

In 2012, the band released 'The Pogues in Paris: 30th Anniversary Concert at the Olympia'.

Shane MacGowan achieved international acclaim for the song "Fairytale of New York" co-written with fellow member of The Pogues Jem Finer and performed with [Kirsty MacColl](#).

He also appeared in a number of films including 'Straight to Hell'. He co-authored the autobiographical 'A Drink with Shane MacGowan' with his then partner and later wife Victoria Mary Clarke. RTÉ television appearances included [The Late Late Show](#) and Megamix and a guest appearance on the soap Fair City in 2008.

EXHIBITION ITEMS



▶ Victoria Mary Clarke and Shane MacGowan 2007



▶ Christy Moore Shane MacGowan 1994



▶ Shane MacGowan And Sinéad O'Connor 1995

107

Privacy

Privacy

Privacy

RTÉ: The Year in Numbers

1

RTÉ.ie continued its position as the number 1 news and entertainment website in Ireland, as 7.5 million unique visitors viewed 910 million pages.

105,000,000

2023 was the biggest year ever for RTÉ Player, with a record 105 million streams and 35 million streaming hours, reaching 1.8 million unique users per month.

3,600,000

RTÉ's elf-themed Late Late Toy Show slayed its mission of spreading Christmas cheer for all to hear, raising an incredible €3.6 million for the RTÉ Toy Show Appeal, and was watched by 1.7 million people.

42

RTÉ delivered 42 of the Top 50 of 2023's most-watched shows on television in Ireland, with RTÉ News, the Rugby World Cup, GAA All-Ireland Finals, Kin, the Six Nations and Room to Improve among the Top 20.

170

In a record year, RTÉ supported 170 arts and cultural events all over Ireland through the RTÉ Supporting the Arts scheme, a 30% increase year on year, spanning film, music, dance, opera, festivals, literature, theatre and exhibitions.

2,000,000

RTÉ's radio services reached 1,995,000 million listeners, or 48% of the Adult 15+ population, every week, according to November's JNLR figures.

48

RTÉ and Virgin Media Television joined forces to bring all 48 matches of the Rugby World Cup 2023 live and free to air.

250,000

26 July, featuring the Republic of Ireland vs Canada in the FIFA Women's World Cup, was the biggest day of the year on RTÉ Player, with over 250,000 hours of content streamed.

900

RTÉ Sport again provided extensive coverage of the GAA and domestic soccer seasons as part of its over 900 hours of sporting coverage on television.

RTÉ's elf-themed *Late Late Toy Show* slayed its mission of spreading Christmas cheer for all to hear, raising an incredible €3.6 million for the RTÉ Toy Show Appeal, and was watched by 1.7 million people.





2023 was the biggest year ever for RTÉ Player, with a record 105 million streams and 35 million streaming hours, reaching 1.8 million unique users per month.





Sinéad O'Connor won the inaugural RTÉ Choice Music Prize Irish Classic Album, in association with IMRO & IRMA, for *I Do Not Want What I Haven't Got*.





The RTÉ Concert Orchestra celebrated its 75th anniversary with performances throughout the year, including a collaboration with US-based jazz and blues impresario David O'Rourke and The Delta Blues Project as part of the UCD Festival, with honorary master of ceremonies Morgan Freeman.





The November JNLR figures revealed that RTÉ's radio services reach 1,995,000 million listeners, or 48% of the Adult 15+ population, every week, and holds 16 of the top 20 radio programmes broadcasting in Ireland, with RTÉ Radio 1 the only station with a weekly reach of over +1 million (1,382,000).





RTÉ marked the end of the Decade of Centenaries with a series of landmark documentaries, including *The Silent Civil War*, a two-part series that sought to lift the 100-year silence that surrounded the events of the Civil War.





RTÉ and South Wind Blows also presented *Ireland 100: An Old Song Resung*, a live concert to mark 100 years of the Irish State with performers and contributors including Damien Dempsey, Aiden Gillen, Tolú Makay, Colm Mac Con Iomaire, Síle Denvir, Bláth na hÓige, Liam Ó Maonlaí, Iarla Ó Lionáird, Loah, Martin Hayes, FeliSpeaks, Diarmaid Ferriter, Sally Mulready OBE, the London Irish Pensioners Choir and Dermot Kennedy.





***News2day*, RTÉ's news service designed specifically for children, celebrated its 20th birthday on Friday 20 January 2023 with an exclusive interview with President Michael D. Higgins.**



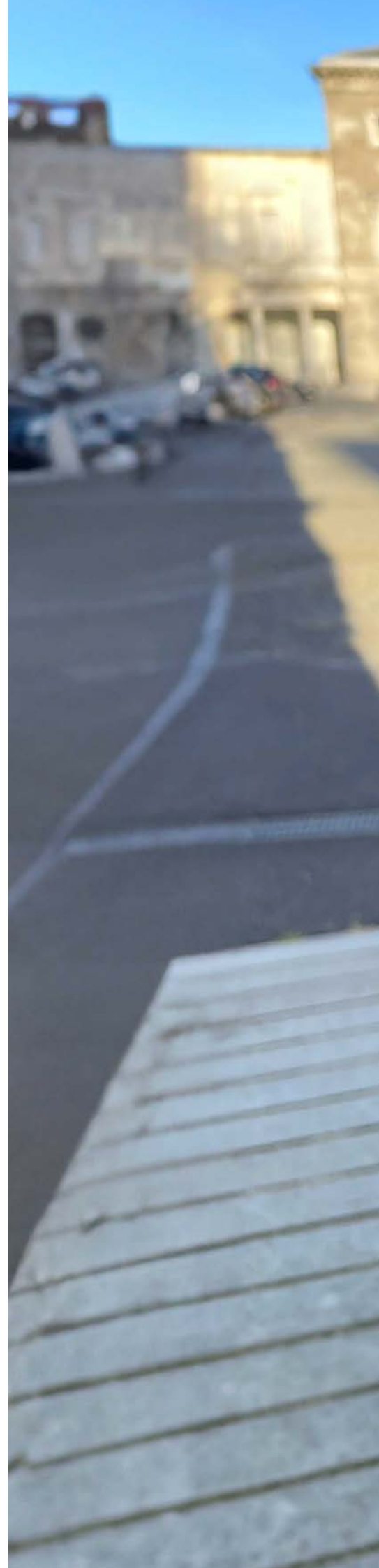


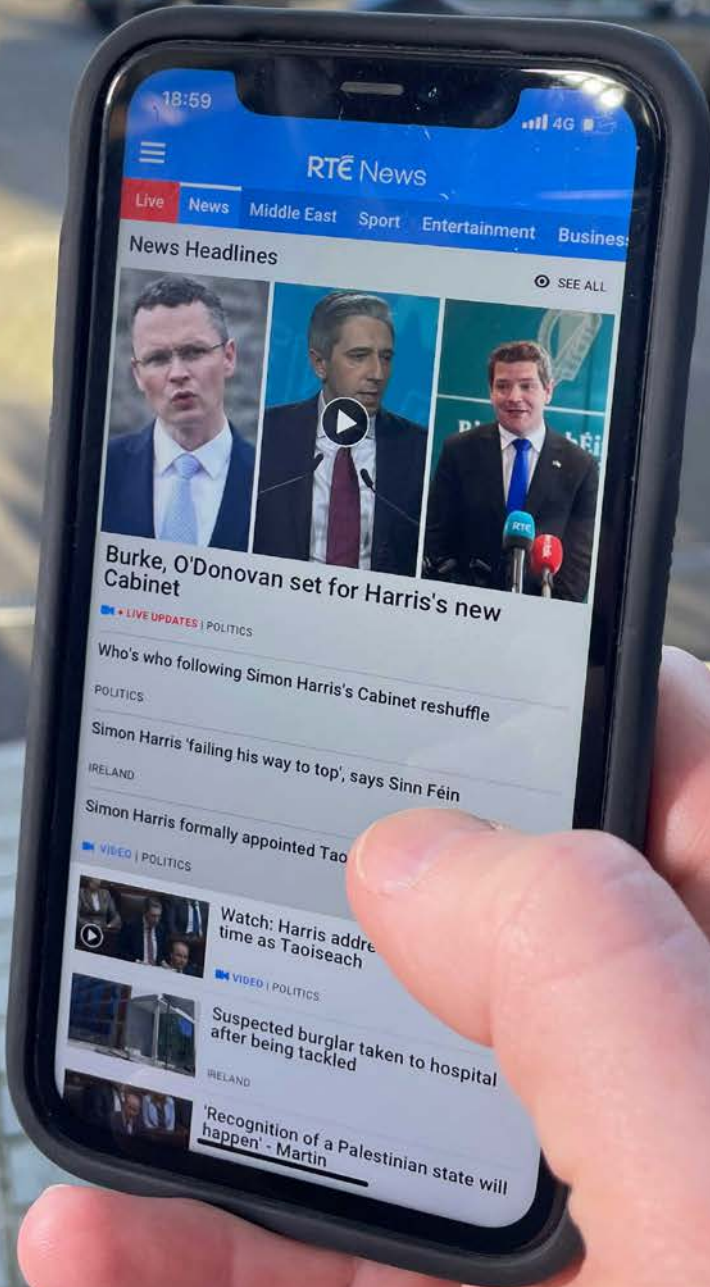
RTÉ News delivered extensive coverage of news events the Middle East, the RTÉ crisis, the Ashling Murphy murder trial, the Dublin riots and significant weather events.





The RTÉ News App retained its position as number one news app in Ireland.





A total of 315 programmes on RTÉ achieved Albert certification in 2023, an increase from 111 in 2022. These included series such as *The Late Late Show*, *Today*, *Prime Time*, *The Tommy Tiernan Show*, *The Rugby World Cup* and *The Nobody Zone*.





RTÉ delivered 42 of the Top 50 of 2023's most-watched shows on television in Ireland, with *RTÉ News*, *the Rugby World Cup*, *GAA All-Ireland Finals*, *Kin*, the *Six Nations* and *Room to Improve* among the Top 20.





Statistical Information

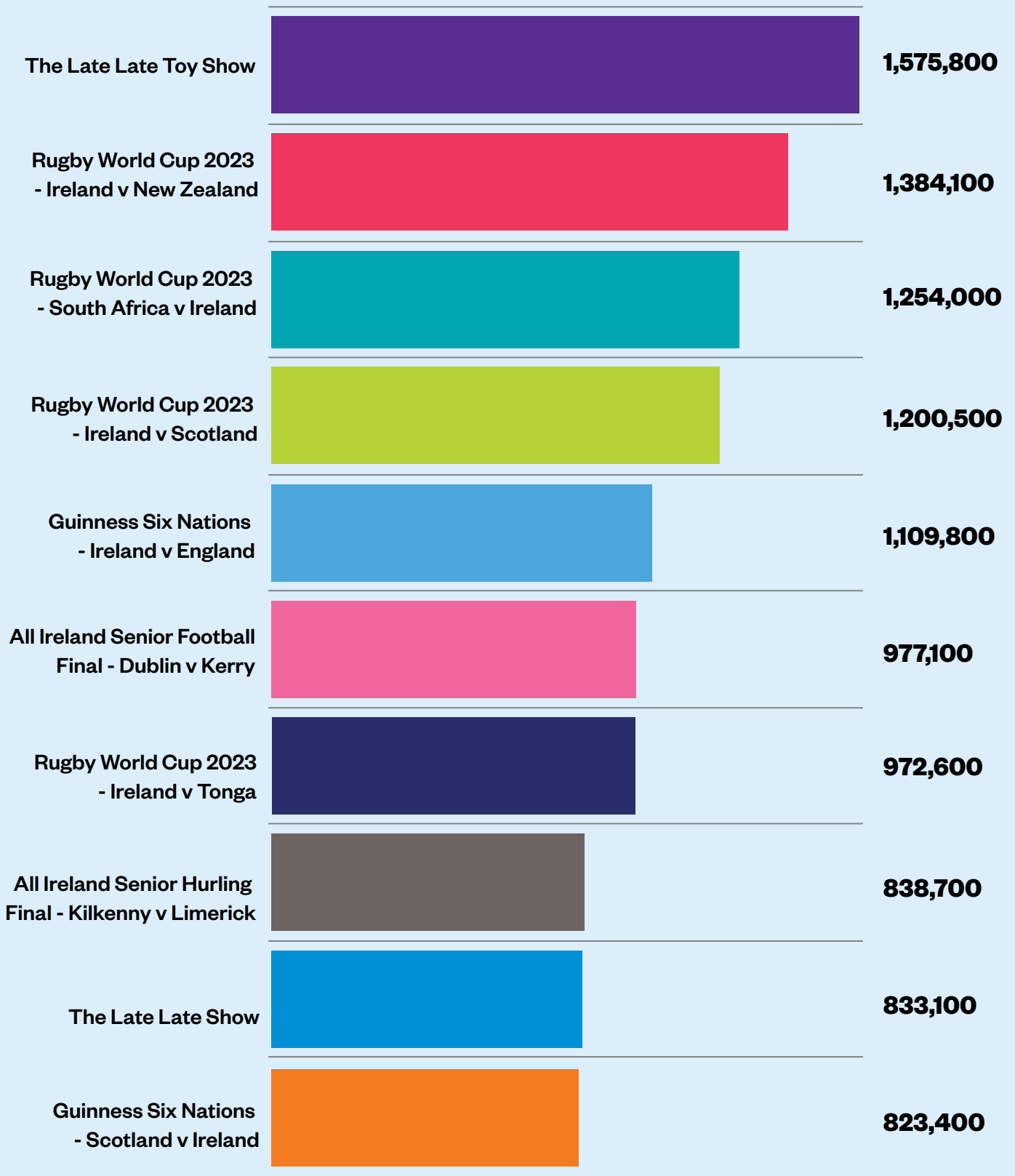
TOP 10 PROGRAMMES 1 JANUARY - 31 DECEMBER 2023 ALL CHANNELS CONSOLIDATED NATIONAL INDIVIDUALS AGED 4+

Rank	Description	Channel	Day of week	Date	Time	000s	TVR	Share%
1	The Late Late Toy Show	RTÉ One	Fri	24-11-2023	21:37 - 24:08	1575.8	34.9	78.62
2	Rugby World Cup 2023 - Ireland v New Zealand	Virgin Media One	Sat	14-10-2023	20:00 - 21:49	1384.1	30.7	76.39
3	Rugby World Cup 2023 - South Africa v Ireland	RTÉ2	Sat	23-09-2023	20:01 - 21:47	1254	27.8	70.89
4	Rugby World Cup 2023 - Ireland v Scotland	Virgin Media One	Sun	01-10-2023	20:00 - 21:53	1200.5	26.6	71.36
5	Guinness Six Nations - Ireland v England	Virgin Media One	Sat	18-03-2023	17:00 - 19:00	1019.8	22.8	72.45
6	All Ireland Senior Football Final - Dublin v Kerry	RTÉ2	Sun	30-07-2023	15:31 - 17:07	977.1	21.7	76.38
7	Rugby World Cup 2023 - Ireland v Tonga	RTÉ2	Sat	16-09-2023	20:03 - 22:04	972.6	21.6	60.32
8	All Ireland Senior Hurling Final - Kilkenny v Limerick	RTÉ2	Sun	23-07-2023	15:29 - 17:00	838.7	18.6	69.88
9	The Late Late Show	RTÉ One	Fri	15-09-2023	21:35 - 23:07	833.1	18.5	60.18
10	Guinness Six Nations - Scotland v Ireland	RTÉ2	Sun	12-03-2023	15:01 - 16:54	823.4	18.4	66.33

Source: TAM Ireland Ltd/Nielsen TAM

Any Day Any Time - Best Episode. Ranked by TVR (note universe changes three times per year)

Minimum programme duration is 10 minutes



Source: TAM Ireland Ltd/Nielsen TAM

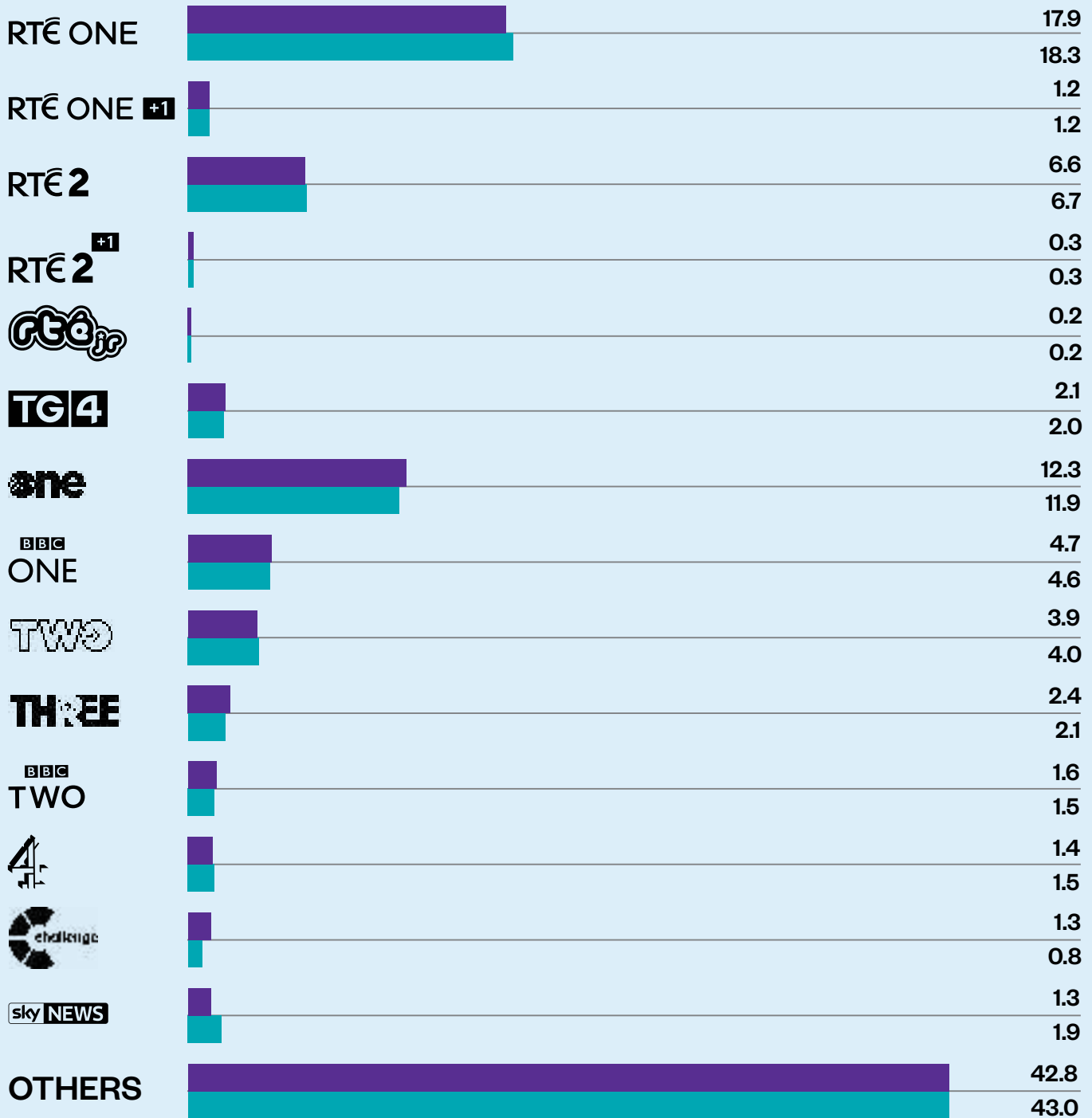
Any Day Any Time - Best Episode. Ranked by TVR (note universe changes three times per year)

Minimum programme duration is 10 minutes

Statistical Information

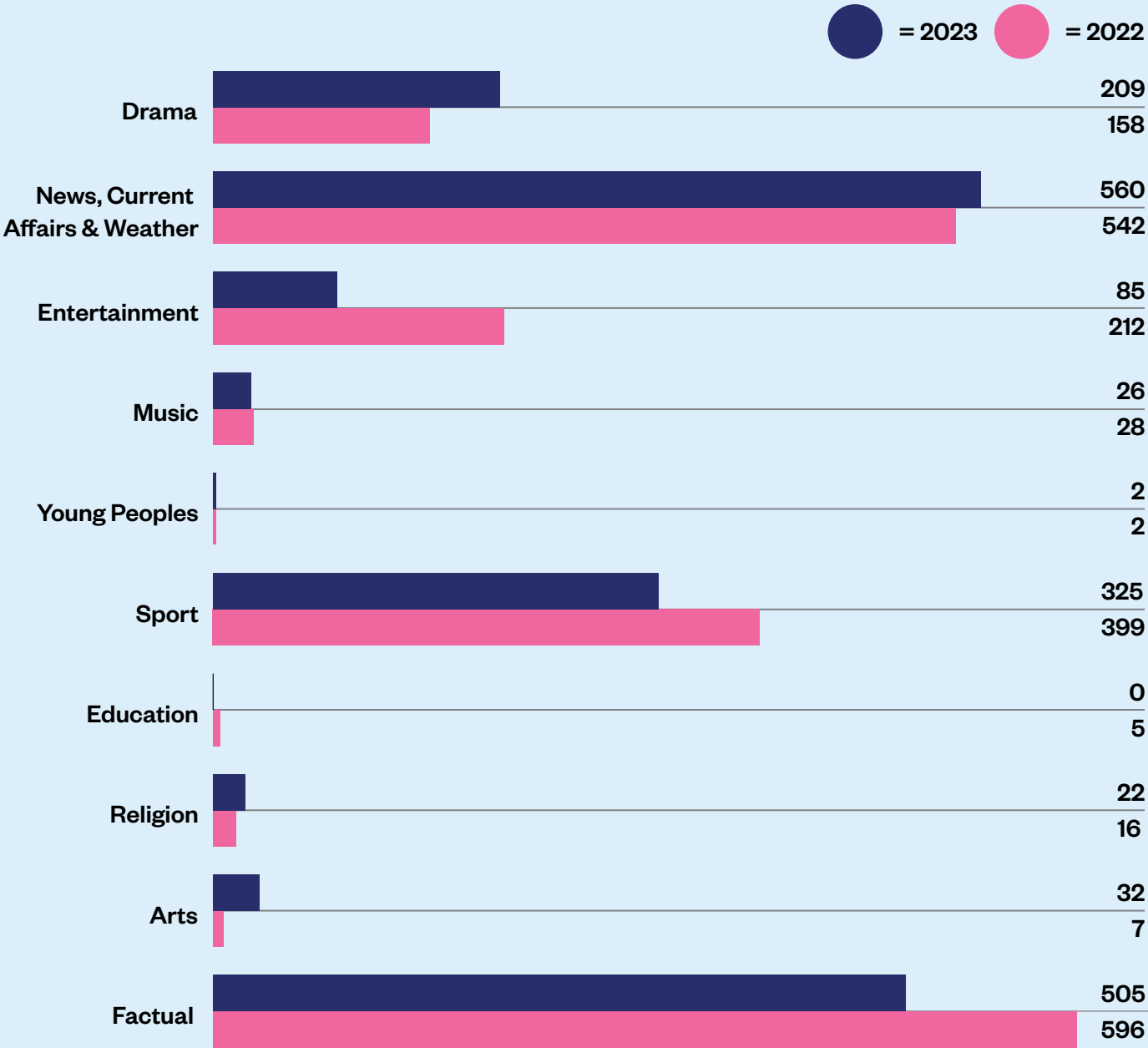
CONSOLIDATED NATIONAL INDIVIDUAL 4+ ALL DAY CHANNEL SHARES (%)

● = 2023 ● = 2022



Source: TAM Ireland Limited/Nielsen TAM

INDIGENOUS HOURS BROADCAST ON RTÉ TELEVISION IN PEAK TIME BY GENRE



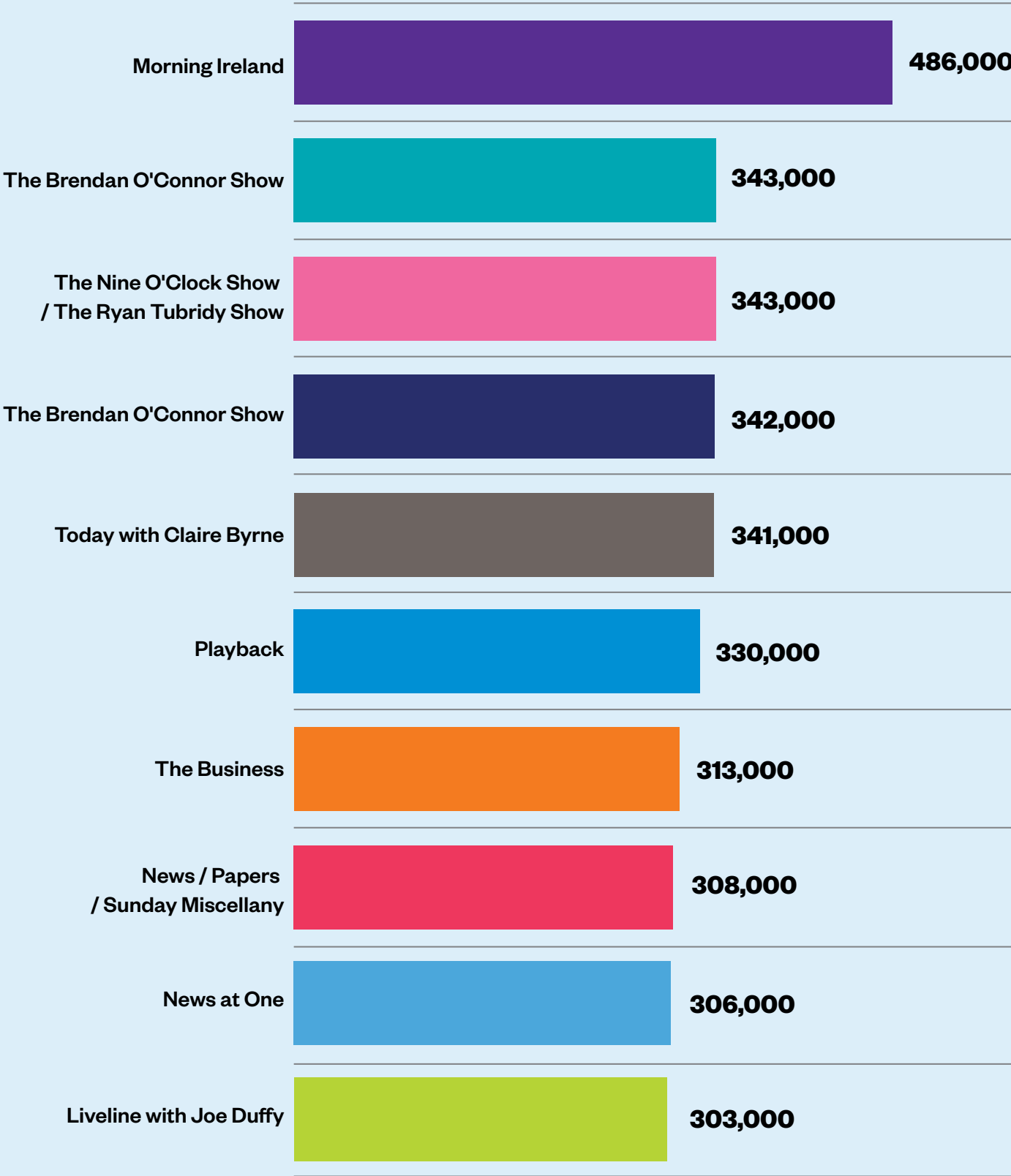
Source: RTÉ

Statistical Information

TOP 10 ALL-WEEK NATIONAL RADIO PROGRAMMES - ADULTS 15+ TIMEBLOCK REACH FOR NATIONAL COMMERCIAL STATIONS JANUARY - DECEMBER 2023

Rank	Programme	Station	Timeslot	Period	Adults 15+ Prog Reach	No. Of Adults 15+ (000s)
1	Morning Ireland	RTÉ Radio 1	07:00-09:00	Mon-Fri	12%	486
2 =	The Brendan O'Connor Show	RTÉ Radio 1	11:00-13:00	Sun	8%	343
2 =	The Nine O'Clock Show / The Ryan Tubridy Show	RTÉ Radio 1	09:00-10:00	Mon-Fri	8%	343
4	The Brendan O'Connor Show	RTÉ Radio 1	11:00-13:00	Sat	8%	342
5	Today with Claire Byrne	RTÉ Radio 1	10:00-12:00	Mon-Fri	8%	341
6	Playback	RTÉ Radio 1	09:00-10:00	Sat	8%	330
7	The Business	RTÉ Radio 1	10:00-11:00	Sat	7%	313
8	News / Papers / Sunday Miscellany	RTÉ Radio 1	09:00-10:00	Sun	7%	308
9	News at One	RTÉ Radio 1	13:00-13:45	Mon-Fri	7%	306
10	Liveline with Joe Duffy	RTÉ Radio 1	13:45-15:00	Mon-Fri	7%	303

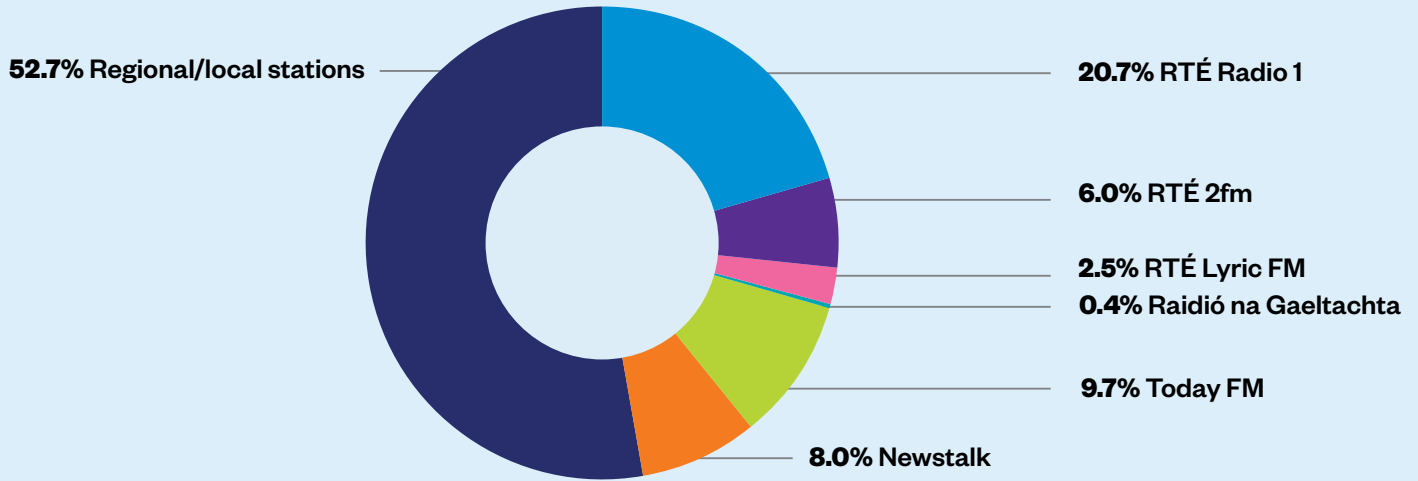
Source: JNLR/Ipsos MRBI 2023/4



Source: JNLR/Ipsos MRBI 2023/4

Statistical Information

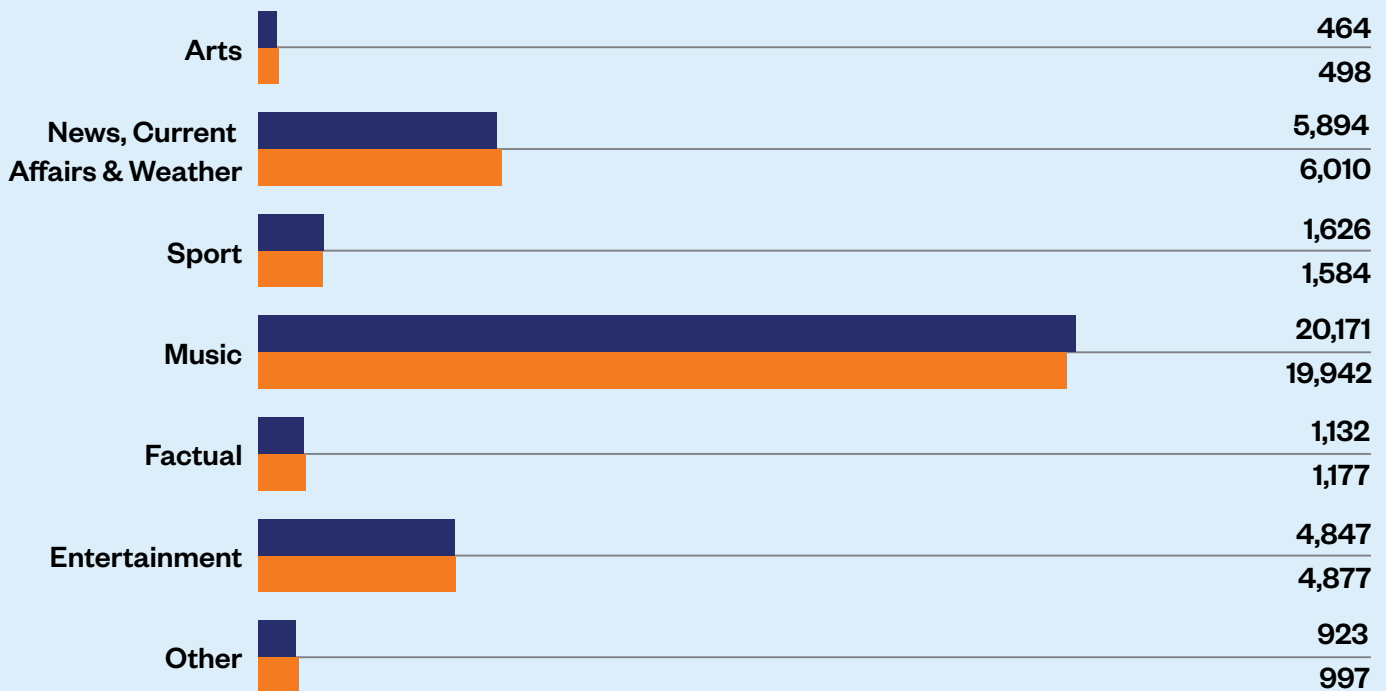
NATIONAL SHARE OF RADIO LISTENING - WEEKDAY/PEAK TIME JANUARY - DECEMBER 2023



Source: JNLR / Ipsos MRBI 2023/4

RTÉ RADIO HOURS BY GENRE

● = 2023 ● = 2022



Source: RTÉ

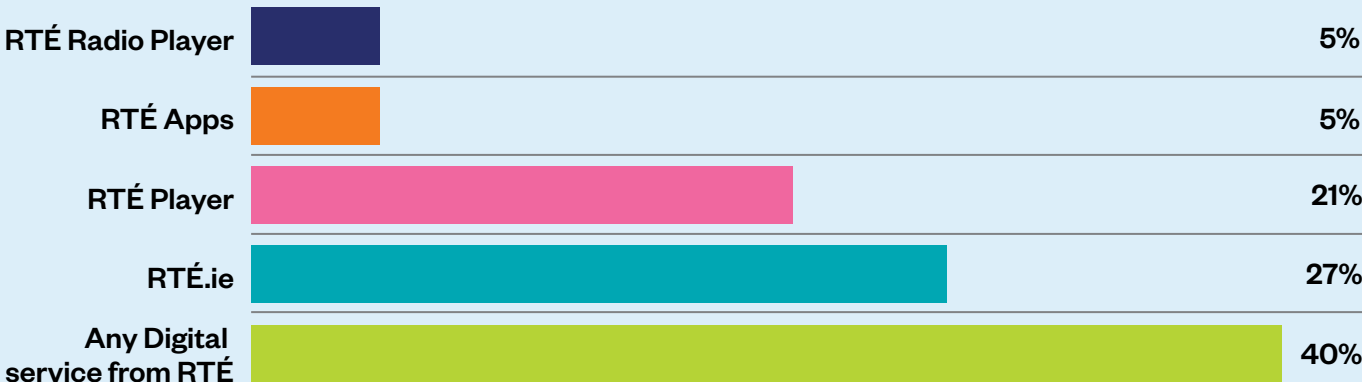
Note: Category "Other" includes, Religion, Young Peoples and Drama

AVERAGE PAGE IMPRESSIONS PER MONTH ACROSS DIGITAL SERVICES (MILLIONS)



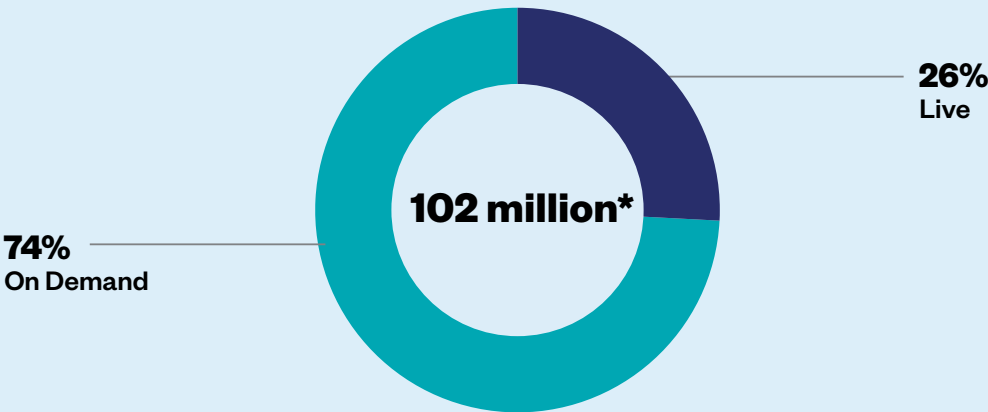
Source: RTÉ

WEEKLY REACH OF RTÉ'S DIGITAL SERVICES 2023



Source: RTÉ

RTÉ PLAYER STREAMS: 2023 (MILLIONS)

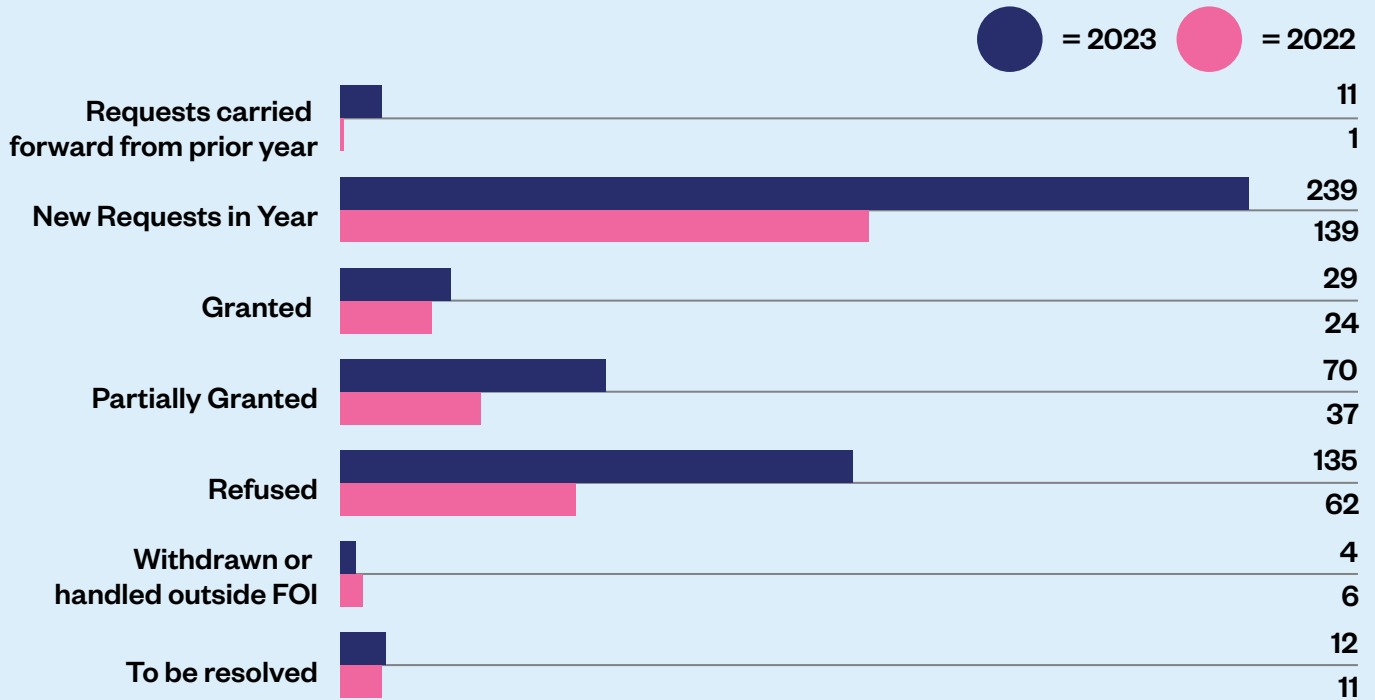


* Excludes streams via TV platform operators.

Source: RTÉ

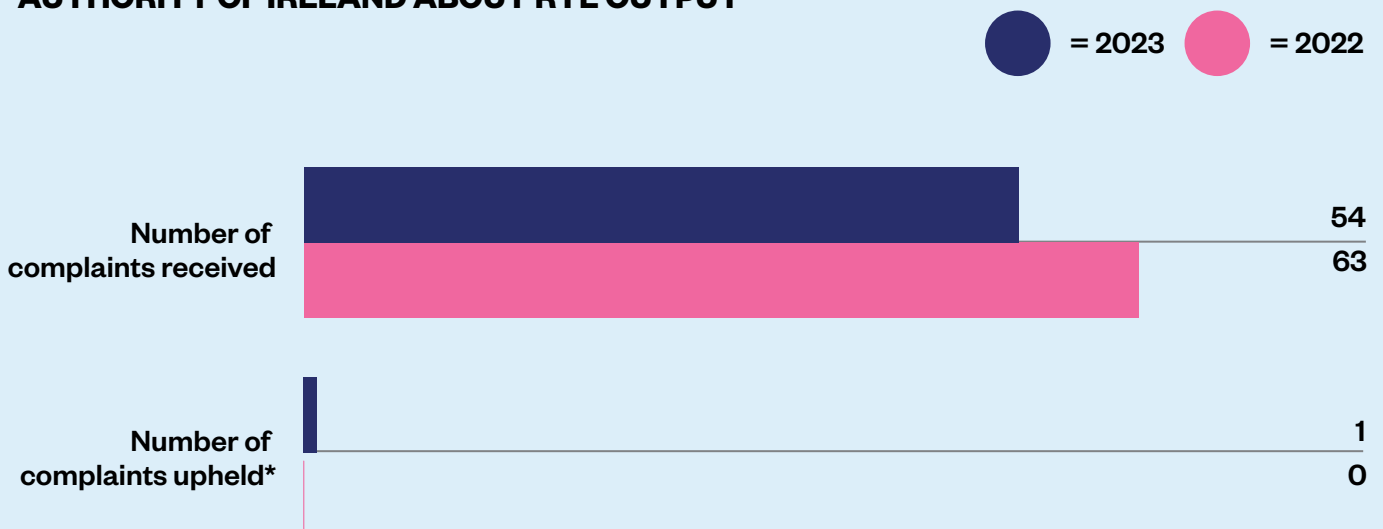
Statistical Information

FREEDOM OF INFORMATION REQUESTS TO RTÉ



Source: RTÉ

COMPLAINTS TO BROADCASTING AUTHORITY OF IRELAND ABOUT RTÉ OUTPUT



Source: RTÉ

Statistical Information

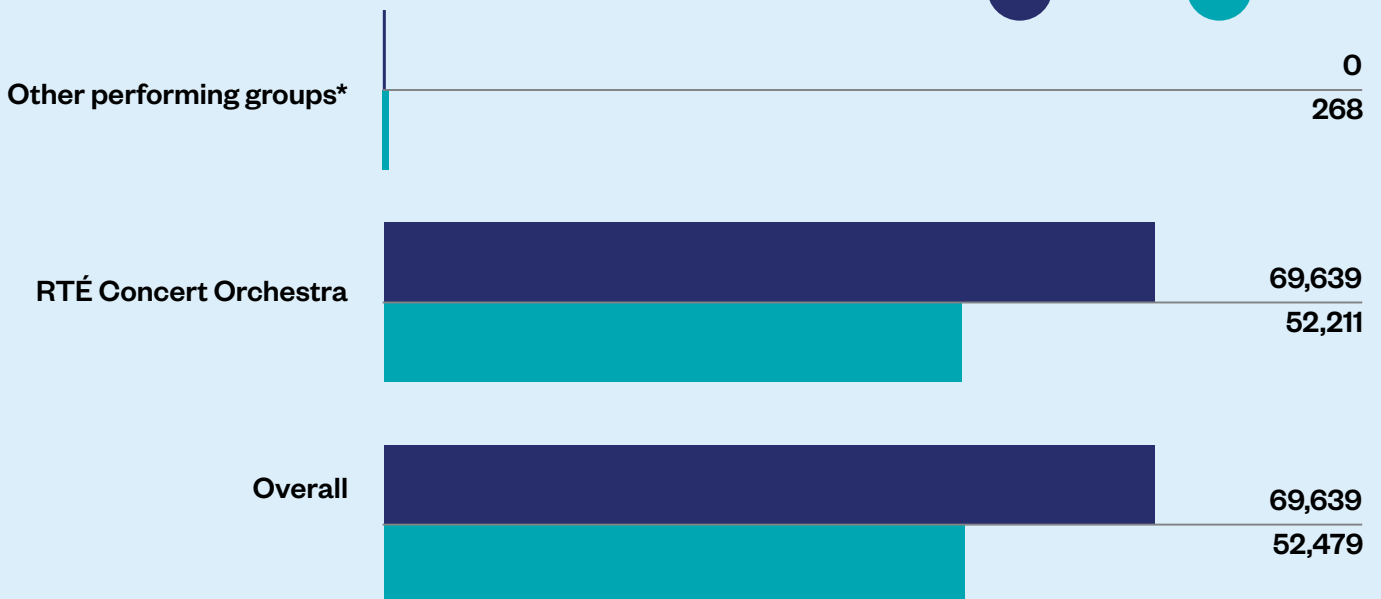
RTÉ ORCHESTRAS PERFORMANCES

● = 2023 ● = 2022



RTÉ ORCHESTRAS ATTENDANCES

● = 2023 ● = 2022



*** Note:**

The Government agreed to the transfer of the RTÉ National Symphony Orchestra from RTÉ to the National Concert Hall with effect from 24 January 2022. The three RTÉ choirs - the RTÉ Philharmonic Choir, RTÉ Cór Linn and RTÉ Cór na nÓg - also transferred from RTÉ to the National Concert Hall on the same day.

Source: RTÉ

Board of RTÉ



1. Terence O'Rourke - Chair

Term of office: 5 March 2024 - 28 November 2027

Terence O'Rourke is a Chartered Accountant and former Managing Partner with KPMG Ireland until 2013, and of KPMG Global Executive Team. He is a former President of Chartered Accountants Ireland and formerly, Terence O'Rourke was Chair of Enterprise Ireland, and the IMI and a Board member of the Children's Health Foundation and the Irish Times. In addition, he is a Board member of The Hugh Lane Gallery, the Irish Film Institute and he is the current Chair of the ESB.



2. Kevin Bakhurst - Director-General of RTÉ

Director General of RTÉ - Ex-officio member

Term of office: 10 July 2023 - 9 July 2028

Kevin Bakhurst officially commenced the role of Director-General of RTÉ on Monday 10th July 2023. Kevin Bakhurst was previously Managing Director of News & Current Affairs at RTÉ and Deputy Director-General from September 2012 – October 2016. He was also a member of the RTÉ Executive throughout this period and served as acting Director-General for a six-month period.

Prior to re-joining RTÉ, Kevin Bakhurst was Group Director, Broadcasting and Online at Ofcom where he was a member of the Ofcom Board. Kevin's responsibilities included setting Broadcast Strategy and Policy for UK broadcasting regulation, creating and implementing the framework for regulating the BBC, enforcing and developing editorial standards for UK broadcasters and leading work on the future of UK Public Service Broadcasting which has led directly to new government legislation. He has led Ofcom's work on the UK's new Online Safety Policy and built a team of around 350 to deliver it, including a new data and technology team, and in the process shaping the overall transformation of Ofcom to take on the new duties.

Between 2006 and 2012, Kevin Bakhurst held a range of senior editorial positions at the BBC, including Controller, BBC News Channel and Deputy Head, BBC Newsroom from 2005. He was also a member of the BBC's London 2012 Olympics Steering Committee.



3. Susan Ahern

Term of office: 13 July 2021-12 July 2026

Susan is a practising barrister, accredited mediator and international arbitrator. She is a Fellow of the Chartered Institute of Arbitrators, an arbitrator of the Court of Arbitration for Sport and was appointed to the CAS Anti-Doping Division for the Tokyo Olympic Games 2020.

Susan has over 25 years' experience in commercial and sports law practice, sports administration and corporate governance as both an executive and as a non-executive director on numerous boards including Sport Ireland, Cricket Ireland and 2023 Cycling World Championships. Until 2016, Susan was the Head of Legal & Legislative Affairs at World Rugby, where she was central to the delivery of four Rugby World Cups and established the World Rugby Integrity Unit.

Today, Susan represents clients before the courts and tribunals, conducts inquiries, sits as an arbitrator and mediator, and has a number of regulatory roles sitting as an independent decision maker in professional disciplinary, conduct and commercial matters. Susan is an advisor to international bodies in particular in the areas of corporate governance and dispute resolution.



4. Shirley Bradshaw

Term of office: 20 March 2024–03 November 2024

Shirley Bradshaw has worked with RTÉ since 1994 in a number of roles including roles in RTÉ's Independent Production Unit and studio operations; she now works as a lighting camera operator in RTÉ Current Affairs. Shirley has previously served as a SIPTU staff representative, a union rep to RTÉ's internal Industrial Relations Tribunal, and Chair of the RTÉ Trade Union Group. Shirley graduated with a BA (Hons) in Art and Design from University of Ulster, and also holds an MA in Film and Television which she completed in DCU, while she also completed a year's contract with European Commission in Brussels. Shirley recently returned to her studies as a mature student, graduating in Computer and Electronic Engineering from Trinity College.

Board of RTÉ



5. Dr Neasa Hardiman

Term of office: 05 March 2024-18 March 2025

An IFTA and BAFTA winning Executive Producer, Director and Writer (including for Happy Valley) who has worked with Netflix, Amazon, Disney and Hulu as well as public service broadcasters including the BBC, Channel 4, RTÉ and TG4. Holds a PhD in Film Studies and will shortly obtain a Diploma in Generative AI from UCD. Currently on the Board of Trinity College Dublin, the Irish Film Institute, the Dublin International Film Festival and Screen Skills Ireland.



6. David Harvey

Term of office: 13 July 2021-12 July 2026

David Harvey is a former television and radio presenter and award winning television producer who has interests in a number of media related and internationally focused companies. He has held a number of key managerial, production and board positions and has been chosen to bring these skills as a non-executive chairman and director to a range of other broadcast and non-broadcast related institutions and companies.

He was formerly chairman of the National Library of Ireland, IADT Dun Laoghaire and the St Patrick's Festival. He served for many years as chairman of the People in Need Trust (which engaged with RTÉ in the promotion of the RTÉ/People in Need Telethon). He is also a former director of An Bord Bia and is currently chairman of the Irish Museum of Modern Art.

He holds a BBS and MA from Trinity College, Dublin.



7. Daire Hickey

Term of office: 13 July 2021-12 July 2026

Daire Hickey is a founder and Managing Partner at 150Bond. He provides strategic advice to c-level executives helping them to amplify their message and grow their network. The firm has 30 executives based between New York and Dublin, it works with high growth companies, venture capitalists and Fortune 500 companies.

Daire co-founded Web Summit. He is also an investor in a number of startups and venture firms and was previously a journalist.



8. Aideen Howard

Term of office: 29 November 2022–28 November 2027

Aideen Howard is Director of The Ark Cultural Centre for Children in Temple Bar, Dublin.

She has worked in theatre and the arts for over two decades as an artistic director, producer and commissioner of new work. Her leadership of The Ark combines advocacy and art-making for children in the belief that they have a right to art and culture as set out in the UN Convention on the Rights of the Child. Prior to The Ark, Aideen was Literary Director of the Abbey Theatre and is editor of Irish Shorts: New Plays from The Abbey Theatre. She was founding Artistic Director of the multidisciplinary Mermaid Arts Centre and has worked as literary consultant to Arts Council projects. In 2014 she curated the poetry programme of the Mountains to Sea Festival.

Aideen has been a member of the Advisory Council for Children, the Creative Youth Expert Advisory Group and the National Campaign for the Arts. She holds a BA in English and German from Trinity College, Dublin and an MA in Drama from UCD. In 2019 she returned to education and completed a Certificate in Governance at the Institute of Public Administration. Aideen is currently a PhD candidate at Queen's University, Belfast.



9. Terri Moloney

Term of office: 05 March 2024-04 March 2029

Senior Director of HR, Strategy and Operations in Salesforce Ireland 2015-22 and previously Head of HR in Boston Scientific (2013-2015) and HR Director in Hilti. She has a degree in Personnel Management, an MSc in Training and Performance Management and a Diploma in Company Direction. She is a Non-Executive Board member of Enterprise Ireland and is on the Governing Body of UCC. She chaired the Dublin Regional Skills Forum 2021-23.

Board of RTÉ



10. Noreen O'Kelly

Term of office: 20 March 2024–03 November 2024

Noreen O'Kelly is a chartered accountant who was appointed to the Board of ESB for 10 years from 2013 to 2023, where she also served as Chair of the Audit and Risk Committee (2014 to 2023) and acting chair for a number of months during 2021. She is currently independent director, and chair of the Finance, Audit and Risk Committee, of Re-Turn, Ireland's national deposit and return scheme. Noreen's executive experience includes a number of roles with Independent News & Media PLC and C&C Group PLC, and she currently works as part-time consultant on Corporate Governance with UK-based firm Advanced Boardroom Excellence, which assesses effectiveness of boards primarily in the UK.

11. Anne O'Leary

Term of office: 04 November 2014–03 November 2024



Anne O'Leary is an experienced business executive with a proven track record in helping companies develop new routes to market and exploit technology to optimise potential. Anne has a very good understanding of corporate governance and compliance. As a member of the Institute of Directors, she has an updated understanding of the requirements of both private and State boards. She is a successful entrepreneur, building and selling a world-class technology business, with a strong concentration on strategic partnerships, sales management, marketing, product development and internal/ external relationship management. Anne has a broad range of experience across a number of different business sectors. She has a demonstrated ability in diagnostics, strategic planning, facilitation of teams and individuals, and sustainable revenue growth.



12. Jonathan Ruane

Term of office: 08 March 2022-12 July 2026

Jonathan Ruane is a Lecturer and Research Scientist at the Massachusetts Institute of Technology (MIT). He is a faculty member within the Global Economics and Management group at MIT's Sloan School of Management and a research lead at MIT's Initiative on the Digital Economy (IDE). He is a former Fulbright recipient and an Adjunct Professor at Trinity College Dublin. His research interests are at the intersection of digital economics, advanced computing, strategy, and international markets.

Jonathan teaches courses across MIT's School of Management and MIT's Department of Electrical Engineering and Computer Science (EECS). He co-led the development of a number of pioneering graduate courses at MIT in the areas of Artificial Intelligence and Quantum Computing. Prior to MIT, Jonathan was CEO of a VC backed software company that he co-founded and subsequently sold. He started his career in brand management with Procter & Gamble. Jonathan is an experienced mountaineer including summits of Mount Everest and the Eiger. He competed in the US and internationally with MIT Rowing Club and was formerly an ultra-distance marathon runner.

Board Attendance

There were 25 meetings of the Board of RTÉ in 2023. The attendance of board members is outlined below.

Note on attendance: due to issues arising during the year, 17 unscheduled Board meetings took place, some scheduled at short notice and, on occasions, taking place on successive days.

	Meetings Eligible to Attend	Meetings Attended
The Board at 31 December 2023		
Siún Ní Raghallaigh (Chair)	25	25
Susan Ahern	25	23
Kevin Bakhurst	10	9
David Harvey	25	24
Daire Hickey	25	24
Aideen Howard	25	24
Dr P.J. Mathews	25	23
Anne O'Leary	25	23
Jonathan Ruane	25	22
Ceased to be a Board member during 2023		
Dee Forbes	12	12
Ian Kehoe	21	18
Connor Murphy	22	20
Robert Shortt	25	25

Refer to the Corporate Governance report on page 159 for further explanation of the change in the composition of the Board during 2023.

There were two resignations of Board members subsequent to the year-end date: Siún Ní Raghallaigh, who resigned as Chair of the Board, and Dr P.J. Mathews. As a result, there were five board vacancies at end February 2024.

On 5 March 2024 the Government appointed Terence O'Rourke as Chair of the Board and also appointed Neasa Hardiman and Terri Moloney. On 20 March 2024 the Government appointed Noreen O'Kelly and Shirley Bradshaw as Board members.

Board Committees

Audit and Risk Committee

There were 18 meetings during 2023, attended as follows:

Committee Members	Meetings Eligible to Attend	Meetings Attended	Appointed to the Committee
Anne O'Leary (Chair)	18	17	27 November 2014
Susan Ahern	18	18	16 September 2021
David Harvey	2	2	21 September 2023
Ceased to be a committee member during 2023			
Ian Kehoe	16	16	13 February 2020
Robert Shortt	18	17	13 September 2018

Programme Committee

There were five meetings of the Programme Committee during 2023.

The attendance is set out below:

Committee Members	Meetings Eligible to Attend	Meetings Attended	Appointed to the Committee
Aideen Howard (Chair)	5	5	2 February 2023
Dr P.J. Mathews	5	4	27 November 2014
Daire Hickey	5	5	16 September 2021

Fair Trading Committee

There were three meetings of the Committee during 2023, with full attendance as follows:

Committee Members	Meetings Eligible to Attend	Meetings Attended	Appointed to the Committee
David Harvey (Chair)	3	3	2 February 2023
Susan Ahern	3	3	16 September 2021

Remuneration and Management Development Committee

Eight meetings of the Committee took place during 2023, as outlined below:

Committee Members	Meetings Eligible to Attend	Meetings Attended	Appointed to the Committee
Siún Ní Raghallaigh (Chair)	8	8	14 December 2022
Aideen Howard	2	2	26 October 2023
Anne O'Leary	8	8	22 January 2015

Ceased to be a committee member during 2023

Connor Murphy	6	4	2 December 2021
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Digital Committee

Four meetings of the Digital Committee took place during 2023, with full attendance as follows:

Committee Members	Meetings Eligible to Attend	Meetings Attended	Appointed to the Committee
Jonathan Ruane (Chair)	4	4	7 July 2022
Daire Hickey	4	4	2 February 2023

Ceased to be a committee member during 2023

Connor Murphy	4	4	7 July 2022
Robert Shortt	4	4	7 July 2022

Strategic Transformation Committee

There were four meetings of the newly established Strategic Transformation Committee during 2023, with full attendance as follows:

Committee Members	Meetings Eligible to Attend	Meetings Attended	Appointed to the Committee
Dr P.J. Mathews (Chair)	4	4	2 February 2023
Jonathan Ruane	1	1	21 September 2023
Siún Ní Raghallaigh	4	4	2 February 2023

Ceased to be a committee member during 2023

Ian Kehoe	3	3	2 February 2023
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Disciplinary Committee

There were three meetings of this newly established temporary Committee during 2023, with full attendance as follows:

Committee Members	Meetings Eligible to Attend	Meetings Attended	Appointed to the Committee
Jonathan Ruane (Chair)	3	3	19 June 2023
Dr P.J. Mathews	3	3	19 June 2023

Attendance at Subsidiary Board Meetings

The attendance disclosures above refer to attendance by Board members at meetings of the RTÉ Board and its committees. The following served on the Boards of subsidiary companies, with additional scheduled attendance at subsidiary Board meetings:

- RTÉ Transmission Network DAC (trading as 2rn): David Harvey, Siún Ní Raghallaigh (from 21/09/2023) and Ian Kehoe (resigned 08/10/2023)
- RTÉ Commercial Enterprises DAC: Daire Hickey, David Harvey (from 21/09/2023), and Connor Murphy (resigned 31/10/2023).

Interim Leadership Team

These are details of the Interim Leadership Team which was appointed by Kevin Bakhurst on Monday 10th July. At the time of writing the Permanent Leadership Team has now been put in place, pending two final appointments.



Kevin Bakhurst

Director-General

See biographical note on page 144



Adrian Lynch

Deputy Director-General and Director Audiences, Channels, Marketing

Adrian Lynch was previously Channel Controller for RTÉ One and RTÉ2 and in that capacity, launched ambitious new schedules for the services.

Adrian has been with RTÉ since the end of 2014 and is formerly Managing Director of one of Ireland's most successful independent television production companies, Animo Television. As Channel Controller of RTÉ One and RTÉ2, Adrian has delivered a range of landmark public service programming across all genres, with marked successes around Dancing with the Stars, RTÉ 1916, and award-winning documentaries such as My Homeless Family.



Deirdre McCarthy

Managing Director, RTÉ News and Current Affairs

Deirdre McCarthy was appointed Managing Director, RTÉ News & Current Affairs in December 2022 following a public competition. Deirdre is the first woman appointed to this position. Deirdre has been Managing Editor of Regions and Radio News programmes as well as politics and business coverage, where she shaped and expanded the organisation's political and regional news coverage and strategy, particularly enhancing digital output.

She steered the growth of the flagship radio news programmes (*Morning Ireland*, *News at One* and *This Week*) and strengthened and delivered excellence in broadcasting in all three award winning programmes. Before this, Deirdre was RTÉ's Political Coverage Editor at Leinster House, leading the reporting of political news stories as well as overseeing the live broadcasting of national events such as General Elections, election debates, Referenda including Marriage Equality and Abortion and Commemoration events such as Battle of the Somme Centenary. From 2008-2012 Deirdre was the editor of RTÉ's dedicated political programme *The Week in Politics and Leaders' Questions* programmes during a time of huge political and economic upheaval.



Eimear Cusack

Director of Human Resources

Eimear joined RTÉ in April 2017. Eimear brought with her a broad range of experience at senior levels across a range of organisations and, having led many transformation projects, brings significant experience in the area of Human Resources. Most recently Eimear has worked as UK and Ireland Head of Human Resources with Ericsson.

Interim Leadership Team



Richard Waghorn

Director of Operations and Technology

Richard Waghorn joined RTÉ as Chief Technology Officer (CTO) in February 2012. Prior to that, he was Chief Technology Officer with the South African Broadcasting Corporation with responsibility for the transition from analogue broadcasting to terrestrial digital television. Richard holds an MBA from Henley Management College in Reading England and a First Class Honours degree in Public Media and Geography from the University of Leeds.

Before switching to the SABC, Richard spent more than a decade with the BBC as Distribution Commander. He led the preparatory work for the transition to digital systems in the UK and project manager for the launch of Freeview, the UK's DTT platform. He has also been a director of the board of Freesat, the free-to-air satellite television platform, since its inception in 2008.



Vivienne Flood

Head of Public Affairs

As RTÉ's Head of Public Affairs Vivienne works in support of strategy development, stakeholder engagement, policy and regulatory issues and corporate social responsibility. Previous roles within the organisation include Communications Manager for the national Saorview Digital Switchover in 2012 and Corporate Communications Manager.

She has recently qualified with an MSc in Management Practice from the Irish Management Institute, and has completed certification in business and climate change at the Cambridge Institute of Sustainable Leadership.

She is a member of the Purpose Disruptors Irish chapter, exploring ways in which the marketing and communications industry can positively influence action on the climate crisis. She is also a Steering Group member of the RTÉ Toy Show Appeal which has raised over €21 million to date for children's charities across Ireland.



Daniel Coady

Director of Legal Affairs

Daniel joined RTÉ in 2018, fulfilling a number of legal roles before being appointed Director of Legal Affairs in January 2024. He also served as RTÉ's Data Protection Officer for 3 years.

He has extensive experience in media, privacy and data protection law. Prior to joining RTÉ he worked for 12 years at a leading boutique media law firm where he advised and represented a broad range of local, national and international media clients. He has tutored graduate students in the Law Society of Ireland Professional Practice Course and lectured on various aspects of media law in the Law Society of Ireland. He has served as a voluntary director of RTÉ Credit Union and is a graduate of UCD where he studied law.



Niamh O'Connor

Deputy Director of Content

Niamh O'Connor started her career in RTÉ as a producer/director in current affairs. She then moved to content as Genre Head for Factual Programmes where she managed a range of editorially complex and sensitive documentaries.

A former member of the RTÉ Editorial Standards Board, Niamh has been central to the origination and delivery of some of RTÉ's most significant initiatives in factual documentaries. She has extensive experience in the field of investigative programme making.

In 2018, she took up the job as deputy director of content overseeing all genres that produces content for RTÉ1, RTÉ2 and Player. In 2023, she joined the Interim leadership team.

Interim Leadership Team



Gavin Deans

Commercial Director

Gavin was formerly Managing Director of Media Central, Ireland's largest media sales house, where he led and implemented commercial strategy across Media Central's portfolio of radio stations, digital, events and sports businesses. As a champion of client solutions, Gavin delivered a range of media firsts for key clients, including Heineken, Vodafone, Coca Cola and PWC. Formerly a Sales Director at Communicorp (98fm, Spin 1038), Gavin has extensive previous experience in print and digital media.

As part of RTÉ's permanent leadership team, Gavin leads the development of a new commercial strategy for RTÉ, optimising revenues for reinvestment in public service media through an evolution of RTÉ's revenue streams, markets, and strategic partnerships.



Mike Fives

Group Financial Controller

Mike joined RTÉ in May 2022 as Group Financial Controller. He was appointed to the Interim Leadership team in July 2023. Prior to joining RTÉ, Mike was Head of Finance for Virgin Media Television. He also held senior finance positions in both the telecommunications and FMCG sectors.

Mike is as a Fellow of Chartered Accountants Ireland, having trained at PWC.

Corporate Governance

For the year ended
31 December 2023

Members of the Board of RTÉ are committed to maintaining the highest standards of corporate governance and business conduct. The *Broadcasting Act 2009* requires members to have experience of, or capacity in, matters relevant to the oversight of a public-service broadcaster (Section 82). Each member of the Board must also perform his or her functions in such a manner as to ensure that the activities of RTÉ, in pursuance of its statutory objects, are performed efficiently and effectively (Section 87).

The *Code of Practice for the Governance of State Bodies* (the “Code of Practice”) sets out principles of corporate governance which Boards of State Bodies are required to observe. This includes governance practices and procedures in a broad range of areas such as the role of the Board; codes of conduct and disclosure of interests; business and financial reporting; risk management and internal control; relations with the Oireachtas and parent department; and a range of other specific control procedures. Further information on these areas is set out in the remainder of this section of the Annual Report.

The Chair of the Board is required to confirm annually to the Minister for Tourism, Culture, Arts, Gaeltacht, Sport and Media that the governance practices and procedures in RTÉ are in compliance with the Code of Practice. RTÉ’s statement on compliance is set out on page 187.

RTÉ is obliged to comply with the corporate governance and other obligations imposed by the *Ethics in Public Office Act, 1995*, the *Standards in Public Office Act, 2001* and the *Criminal Justice (Corruption Offences) Act, 2018*.

The Board has also adopted its own Code of Conduct, which sets out its approach to responsible and ethical business behaviour.

The Board of RTÉ

Composition

Members of the Board of RTÉ are appointed under Section 81 of the *Broadcasting Act 2009* for a period not exceeding five years. The Act provides for a 12-member Board, to be appointed by the Government as follows:

- Six members are appointed on the nomination of the Minister for Tourism, Culture, Arts, Gaeltacht, Sport and Media

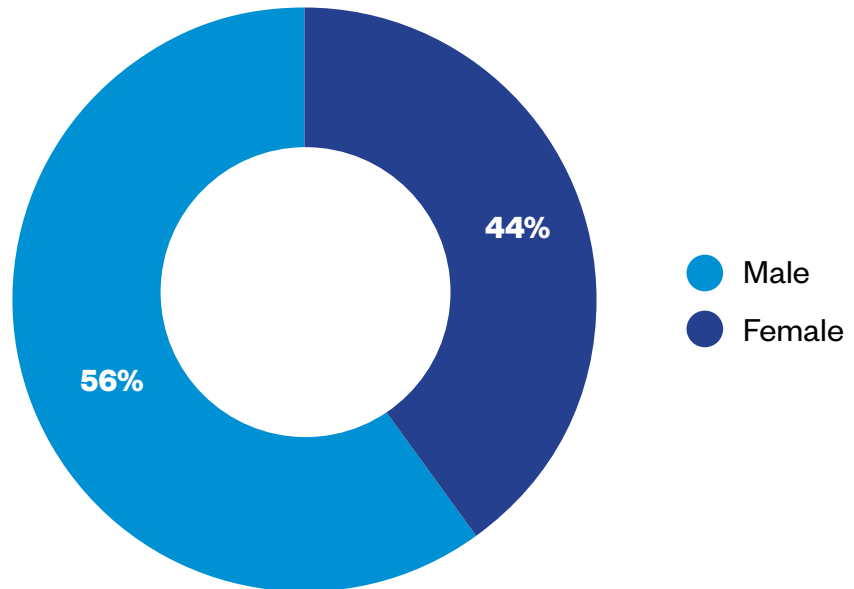
Corporate Governance

For the year ended 31 December 2023 (continued)

- The Oireachtas Committee on Media, Tourism, Arts, Culture, Sport and the Gaeltacht proposes four members to the Minister
- The Director-General of RTÉ is an ex officio member, and
- One member of RTÉ staff is appointed following election.

The Government appoints one of the members to act as Chair. The *Broadcasting Act 2009* also provides for gender balance in the composition of the Board by requiring that its members include no fewer than five men and five women. At 31 December 2023, there were four women and five men on the Board of RTÉ, with three vacancies.

Board Diversity by Gender (at 31/12/2023)



There were changes to the membership of the Board of RTÉ during the year.

On 26 June 2023 Dee Forbes resigned from her post as Director-General and ceased to be a member of the Board. Kevin Bakhurst became a member of the Board on 10 July 2023, upon assuming the post of Director-General of RTÉ. The term of office of Ian Kehoe ended on 8 October 2023. Connor Murphy resigned as a Board member, effective 31 October 2023. Robert Shortt resigned as the RTÉ staff representative member of the Board on 21 December 2023, following his appointment to the post of RTÉ Company Secretary with effect from 2 January 2024.

There were two resignations of Board members subsequent to the year-end date: Siún Ní Raghallaigh resigned as Chair of the Board on 23 February 2024 and Dr P.J. Mathews resigned on 29 February 2024.

Corporate Governance

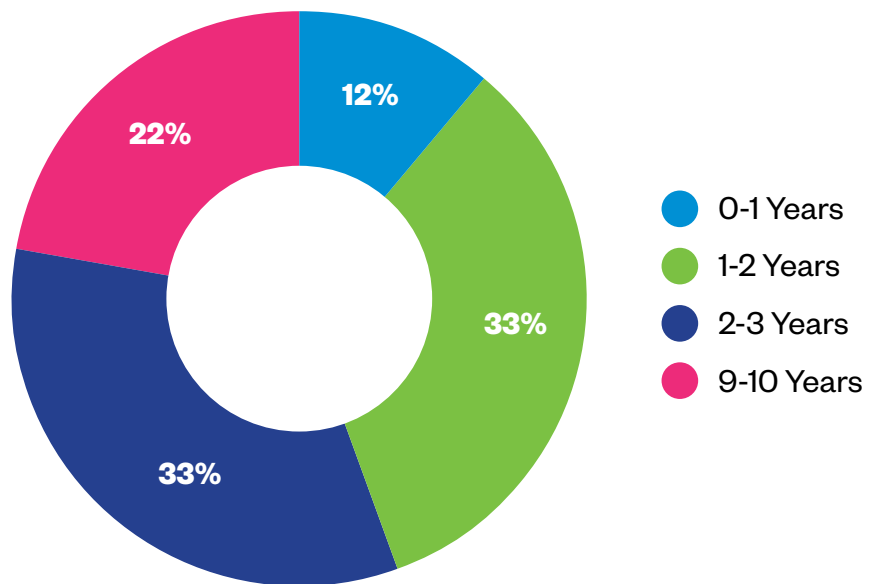
For the year ended 31 December 2023 (continued)

On 5 March 2024 the Government appointed Terence O'Rourke as the Chair of the Board and made two further appointments to the Board on this date: Neasa Hardiman and Terri Moloney.

On 20 March 2024 the Government filled the remaining vacancies on the Board, with the appointment of Noreen O'Kelly and Shirley Bradshaw as Board members. Shirley Bradshaw is the RTÉ Staff representative on the Board, appointed following an election among RTÉ staff members.

Biographical details of the twelve members of the Board in office at the date of the Board's approval of the annual financial statements, including details of their terms of office, are set out on pages 144 to 149.

Board Diversity by Tenure (at 31/12/2023)



Role

The duties of Board members are set out in Section 87 of the *Broadcasting Act 2009*. In summary, Board members guide the corporate direction and strategy of RTÉ and represent the interests of viewers and listeners, ensuring that RTÉ fulfils its statutory responsibilities in an efficient and effective manner. Each member brings independent judgement to bear by constructively challenging the Leadership Team and by helping to develop RTÉ's strategic objectives.

Board members have varied backgrounds, skills and experience in a broad range of business areas relevant to the oversight of a public-service broadcaster. The criteria for Board membership are set out in Section 82 of the *Broadcasting Act 2009*.

Corporate Governance

For the year ended
31 December 2023
(continued)

The criteria include matters such as: media affairs, public-service broadcasting, broadcast content production, digital media technologies, business or commercial affairs, legal or regulatory affairs and matters pertaining to the development of the Irish language. There is a clear division of responsibilities between the position of Chair of the Board, who is non-executive, and the Director-General.

The Director-General, in conjunction with executive management, takes responsibility for RTÉ's day-to-day operations. The Chair's responsibilities include leading the Board, determining its agenda, ensuring its effectiveness and facilitating full participation by each Board member.

The Chair of the Board and executive management meet frequently with the Department of for Tourism, Culture, Arts, Gaeltacht, Sport and Media to discuss RTÉ's operating and financial performance.

The Board keeps its own structures and performance under ongoing review. An external Board skills survey was completed in Q4 2023 to identify opportunities to strengthen the RTÉ Board's individual and collective skills.

Board Procedures

On appointment, all Board members are provided with briefing documents on RTÉ and its operations. The Board meets in accordance with a regular schedule of meetings and may also meet on other occasions as deemed necessary. All Board members have full and timely access to the information necessary to enable them to discharge their duties. Board papers are sent to each Board member in sufficient time before Board meetings and any further papers or information are readily available to all Board members on request.

The electronic Board papers available to Board members include the minutes of committee meetings that have been held since the previous Board meeting or, if minutes are not available at the time the papers are circulated, a verbal update is provided at the Board meeting.

Board members have access to advice and the services of the RTÉ Group Secretary, who is responsible for ensuring the Board procedures are followed and that applicable rules and regulations are complied with. RTÉ's professional advisors are available for consultation with the Board as required.

Corporate Governance

For the year ended
31 December 2023
(continued)

Individual Board members may take independent professional advice and training, if necessary, at the expense of RTÉ. The Board has an insurance policy in place which indemnifies Board members in the event of legal actions taken against them in the course of their duties as Board members.

There is a formal schedule of matters reserved for consideration and decision by the Board. The schedule covers key areas of RTÉ's business:

- Approval of strategic plans, the annual budget and the annual financial statements
- Approval of major investments, capital projects and borrowings
- Significant acquisitions, disposals or retirement of assets
- Reviewing financial and operational performance
- Treasury policy and risk-management policies
- Delegated authority levels, including the approval of major contracts
- Appointment of the Director-General (in accordance with Section 89 of the Broadcasting Act 2009) and the Group Secretary
- Appointment of Chair/Directors/Trustees of the RTÉ Subsidiary Companies and Pension Schemes, and
- Reviewing the system of internal control.

Certain other matters are delegated to Board committees, as set out in further detail below.

The Chair of each committee is available to report and answer any questions on the committee's proceedings at Board meetings, as required. Committee minutes, or draft minutes depending on the timing of the meeting, are generally available for review as part of the report.

Board Committees

At 31 December 2023, the Board has established six permanent committees to assist in the execution of its responsibilities. These are the Audit and Risk Committee, the Remuneration and Management Development Committee, the Programme Committee, the Fair Trading Committee, the Digital Committee and the newly established Strategic Transformation Committee.

Corporate Governance

For the year ended 31 December 2023 (continued)

The membership of each committee, together with details of attendance at meetings held in 2023, is set out on page 151 to 153. The RTÉ Group Secretary acts as Secretary of each Committee. Temporary committees may be formed from time to time to deal with specific matters under defined terms of reference. One temporary committee was formed in 2023. RTÉ has also established an Audience Council on a statutory basis.

Audit and Risk Committee

The Audit and Risk Committee comprises three Board members at 31 December 2023, all of whom are considered independent. Subsequent to the year-end, Noreen O’Kelly was appointed Chair of the Audit and Risk Committee following her appointment to the Board on 20 March 2024. The committee’s terms of reference, updated post year-end in February 2024, are available on the RTÉ website.

The Director-General, Chief Financial Officer and the Head of Internal Audit attend meetings of the committee, while the external auditors attend as required. The terms of reference of the committee provide that other Board members, executives and others may also be invited to attend all or part of any meeting(s). Both the Head of Internal Audit and the external auditors have full and unrestricted direct access to the committee Chair at all times. In addition, the Audit and Risk Committee has discussions with the external and internal auditors without executive management present, to ensure there are no outstanding issues of concern.

During 2023, the Audit and Risk Committee reviewed the following matters:

Financial reporting

- The group’s annual financial statements, prior to formal submission to the Board. The committee’s review focused, in particular, on the Group’s forecasted cash flows for the foreseeable future, including possible variances in those forecasts, in the context of assessing the Group’s going concern position. The committee’s review also included accounting policies, judgemental areas, the clarity of disclosures and compliance with applicable accounting and legal standards.
- The Independent Productions annual report, prior to formal submission to the Board

Budgeting and financial affairs

- The RTÉ Group’s annual budget, prior to formal submission to the Board

Corporate Governance

For the year ended
31 December 2023
(continued)

- Regular updates on the financial performance of the Group, including pensions and the risk management of movements in foreign exchange rates
- RTÉ's cash flows, banking arrangements and treasury facilities
- Updates on large capital projects
- Approval of policy updates and Authority Limits

Internal control and risk management

- The effectiveness of the system of internal control and reporting the results to the Board
- Quarterly risk reports and movements in the key corporate risks during the year
- Risk briefings from the Leadership Team Sponsors of a selection of the key corporate risks
- Cybersecurity risk management

Independent Reviews

- Commissioning three independent, external reviews to examine issues of concern.
- These reports addressed: payments to an RTÉ Presenter and the accuracy of disclosure of their earnings in 2017-2021; a review of the disclosure of earnings during the period 2008 to 2022 for the 10 highest paid on-air presenters each year; and a review of the risk assessment and approval processes in relation to the Toy Show The Musical project.
- Holding a number of meetings to consider the reports in order to discuss the actions required to address the findings and to agree next steps.
- Making recommendations to the Board.

Regulation and compliance

- Corporate governance compliance, to include reviewing compliance with the Code of Practice for the Governance of State Bodies
- Regular updates on GDPR and legal matters
- Freedom of Information requests

Corporate Governance

For the year ended
31 December 2023
(continued)

Internal audit

- The Internal Audit Plan
- Internal audit reports and progress in implementing actions identified in the reports. The Head of Internal Audit presents a report at each Audit and Risk Committee meeting, summarising work completed since the previous meeting and the findings, together with the areas of focus in the forthcoming period

External audit

- The external audit plan, the scope of the audit, as set out in the Engagement Letter, and the effectiveness of the audit process
- Report from the external auditor following its audit of the financial statements and discussion of matters arising

During 2023, the Audit and Risk Committee also received briefings on developments in the areas of corporate governance, risk management and accounting standards and carried out a scheduled review of its terms of reference.

The Audit and Risk Committee has put in place safeguards to ensure that the independence and objectivity of the external audit function are not compromised. These safeguards are reviewed at regular intervals. In addition, the external auditors have confirmed to the Audit and Risk Committee that they continue to operate procedures to safeguard against the possibility that their objectivity and independence could be compromised. The level of non-audit-related services provided by the external auditors, and the associated fees, is considered annually by the Audit and Risk Committee in the context of the external auditors' independence, as part of the committee's review of the adequacy and objectivity of the external audit process. Details of the nature of non-audit services in the current/prior years and the related fees are set out in note 5 to the financial statements.

Programme Committee

The Programme Committee comprised three Board members at 31 December 2023. The committee considers key developments and plans in respect of RTÉ content and schedules. At each of its meetings, the committee meets with the executives responsible for content/output and their senior management colleagues (including in-house and external independent programme-makers, as necessary) to review programme output and upcoming strategy and plans.

Corporate Governance

For the year ended
31 December 2023
(continued)

In the area of editorial risk, the Programme Committee and the Audit and Risk Committee align their respective programmes of work to ensure effective oversight and management of editorial risk. Editorial risk is considered by the Board in the context of risk generally, as explained in further detail in the internal control and risk-management section below.

Remuneration and Management Development Committee

The Remuneration and Management Development Committee comprises three Board members, all of whom are considered independent. The committee's terms of reference were updated during 2023 and subsequently in April 2024 and are available on the RTÉ website. The committee's role and responsibilities include:

- Considering the appointment, targets, performance and remuneration of the Director-General and making recommendations to the Board prior to seeking Government approval thereon. Such consideration takes place in the context of relevant Government policy. (The committee's terms of reference also provide for consideration, as deemed necessary, of the role of the Director-General's deputy or any person temporarily appointed to the position of Director-General in accordance with Section 89 (8) of the Broadcasting Act 2009)
- Approval of the remuneration of executive management, having regard to Government policy in relation to remuneration of senior management of Commercial State Bodies
- Approval of the remuneration of RTÉ's top 15 highest on-air earners
- Oversee any major changes in employee benefit structures throughout the RTÉ group
- Ensuring that, with respect to the persons within scope of the committee's work, contractual terms on termination, and any payments made, are fair to the individual and RTÉ, that failure is not rewarded and that the duty to mitigate loss is fully recognised.
- Considering the remuneration of any non-Government appointed members of Boards of RTÉ subsidiary companies.

The remuneration of Board members is determined by Government policy and, as such, is not a specific consideration of this Committee.

Corporate Governance

For the year ended
31 December 2023
(continued)

Fair Trading Committee

The Fair Trading Committee is responsible for the oversight of RTÉ's Fair Trading Policy. The committee comprises two Board members and both members of the committee are considered independent. The committee's functions are to:

- Review reports from the Fair Trading Officer
- Oversee and, where necessary, review internal practices and procedures including complaints procedure
- Commission periodic reviews of RTÉ fair trading practice.

RTÉ has a Fair Trading Policy and Procedures and a Fair Trading Complaints Procedure, both available on the RTÉ.ie website. During the year the Fair Trading Committee was responsible for oversight of the policy. In compliance with the policy, the committee has approved a report on the Fair Trading Policy and its implementation, which is on page 275.

Digital Committee

The Digital Committee comprises two Board members. The committee's role is to:

- Review the internet enabled products and services that RTÉ uses to deliver against its television and sound broadcasting mandate
- Review and consider RTÉ's digital business models, both current and planned
- Review RTÉ's cybersecurity systems and capabilities within the context of risk management and adequate resourcing
- Review RTÉ's technical talent resources and plans for attracting future talent
- Monitor the implementation of core digital projects and services and review Key Performance Indicators

Strategic Transformation Committee

The Strategic Transformation Committee was established during 2023 and comprises three Board members.

The Committee was established to oversee the development of the RTÉ strategic plan for 2025 – 2029, for approval by the Board. *A new direction for RTÉ* was published in November 2023 and represents a ten-point plan setting a new direction for the radical transformation of RTÉ. This document is a framework for the full strategic plan which will be finalised and provided to Government in 2024.

Corporate Governance

For the year ended 31 December 2023 (continued)

Temporary Committee

The Disciplinary Committee was formed as a temporary committee of the Board in June 2023 to consider the next steps arising from the findings contained in the Grant Thornton report to the Audit and Risk Committee (Phase One, 16 June 2023). The committee was wound up in July 2023, with approval of the Board.

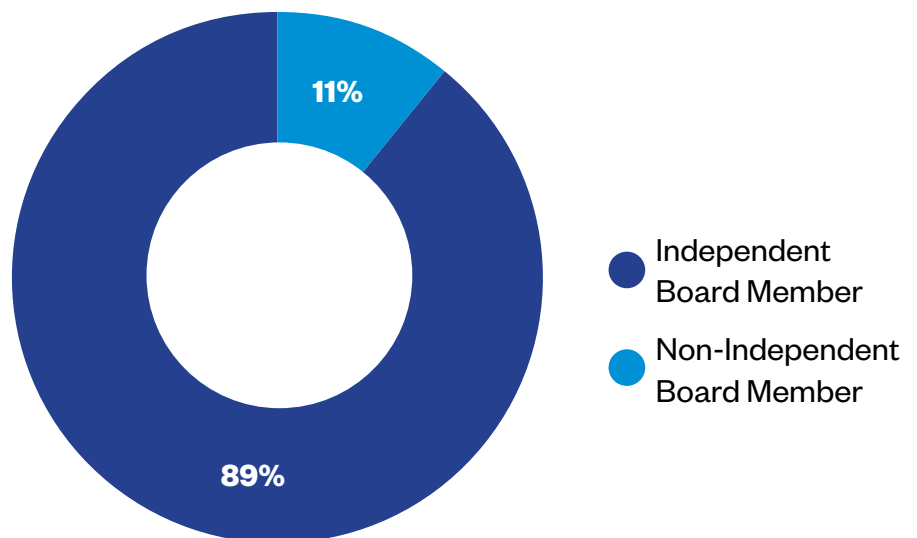
Audience Council

Section 96 of the Broadcasting Act 2009 established the RTÉ Audience Council on a statutory basis. It provides a voice for the viewers and listeners with regard to RTÉ’s output and delivery on its public remit. It advises the RTÉ Board on specific issues relating to RTÉ’s public-service remit and audience needs.

The members represent a diverse range of interests and backgrounds and are appointed by the Board of RTÉ, taking into account the requirements of the Broadcasting Act 2009. The RTÉ Board also appoints one of its members as an ex officio member of the council. Susan Ahern was Chair of the RTÉ Audience Council at 31 December 2023.

The term of office of the Audience Council ended during 2023. Subsequent to the year-end a new Audience Council was appointed to serve a two and a half year term. The Council held its first meeting on 18 January 2024 and further information on the Audience Council and its members is available at <https://about.rte.ie/inside-rte/rte-audience-council/>

Independence of Members of the Board (at 31/12/2023)



Corporate Governance

For the year ended
31 December 2023
(continued)

Each Board member brings independent judgement, challenge and rigour to the Board's deliberations. The Board has completed an evaluation of the independence of its members using the independence criteria as set out in the UK Corporate Governance Code, the Corporate Governance code which is applicable to companies listed on Euronext Dublin.

Board Diversity by Independence

Having regard for the integrity, strength of character and objectivity of Board members, all members are considered independent under those criteria. However, Kevin Bakhurst is an RTÉ employee and therefore cannot, for that reason alone, be considered as an independent member of the Board at 31 December 2023 as per the criteria of the UK Corporate Governance Code.

As disclosed in further detail in note 24 (Related Party Transactions), business transactions took place between RTÉ and certain Board members, or their close family members, in the normal course of business, during the year ended 31 December 2023. In 2023, this related to promotional support to a company where a common directorship occurred, other key management personnel and their close family members and amounted to €14,600.

Notwithstanding this transaction, the Board has determined that the applicable Board member remains independent in character and judgement. In reaching that conclusion, the Board has considered the fact that decisions on promotional support are not a matter for consideration and decision by the Board. Such decisions are undertaken by line management in the normal course of business. In all cases the arrangements are in line with the standard RTÉ terms and conditions and the normal decision making processes.

Internal Control and Risk Management

Internal Control

The Board has overall responsibility for the Group's systems of internal control and for reviewing their effectiveness. These systems are designed to manage rather than eliminate the risk of failure to achieve business objectives and provide reasonable but not absolute assurance against material misstatement or loss, or non-compliance with laws and regulations.

Corporate Governance

For the year ended
31 December 2023
(continued)

In order to discharge its responsibilities, the Board oversees an internal control framework which is designed to provide effective internal control. The framework includes:

- A clearly defined organisation structure, with formally defined authority limits, segregation of duties and reporting mechanisms to higher levels of management and to the Board.
- A statement of decisions reserved to the Board for consideration and decision.
- Codes of business conduct for Board members and employees, setting out the ethical standards expected in the conduct of business.
- Established procedures to identify, control and report on key risks impacting the business – see further details below.
- Comprehensive budgeting systems, with annual financial budgets approved by the Board.
- A planning process for each division, with long-term five year strategic plans approved by the Board.
- Timely financial reporting systems, with actual results reported against budget and considered by the Board on a monthly basis.
- A Protected Disclosures Policy, which provides staff with a confidential and, if required, anonymous means to report a matter of concern, including a telephone helpline.
- Comprehensive policies and procedures relating to operational and financial controls, including commitments and capital expenditure. Large capital projects are undertaken in accordance with the Public Spending Code and require the approval of the Board.

These controls are reviewed systematically by Internal Audit, on a risk-based approach. An annual review of the effectiveness of the Group's system of internal control takes place and the results are outlined below.

Corporate Governance

For the year ended
31 December 2023
(continued)

Risk Management

The Audit and Risk Committee considers risk management to be an integral part of its agenda. The Committee has responsibility for ensuring that risks are identified, assessed, reported and controlled, on behalf of the Board.

RTÉ has established a risk-management framework, which is currently in the process of being reviewed and enhanced in line with the recommendations contained in the Expert Advisory Committee's report. The Framework consists of structures and reporting lines; the assignment of risk responsibilities; procedures and systems for risk identification, assessment and reporting; and monitoring the effectiveness of actions implemented by management.

Throughout the year, RTÉ operated a risk-management process designed to identify the key risks facing the business and to report to the Audit and Risk Committee and the Board on how these risks are being managed.

The Board focuses primarily on those risks capable of impacting the RTÉ strategy, or risks which could adversely affect the long-term viability or reputation of RTÉ. As explained in further detail below, the risk-management process comprises two phases – a strategic risk-assessment undertaken by the Leadership Team and a local risk assessment exercise carried out by line management in the divisions.

The members of the RTÉ Leadership Team determine the risks impacting the successful delivery of the RTÉ strategy. Those risks designated as key risks are assigned a Leadership Sponsor and Risk Owner and are subject to ongoing review and monitoring during the year.

The Risk Owners track the drivers of each risk and document the controls in place to mitigate the risk. In addition, risk indicators are identified to assist in monitoring changes in the likelihood of the occurrence of a risk. This exercise is summarised in a consolidated strategic risks document. This work is overseen and reviewed by a risk function and is linked to the broader strategic planning process. The strategic risks document is presented to the Audit and Risk Committee and to the Board as part of its review of the effectiveness of the system of internal control. During the year, the Audit and Risk Committee also receives quarterly updates on the status of risks, changes in risk indicators and updates on mitigating actions.

Corporate Governance

For the year ended
31 December 2023
(continued)

Aligned with the strategic risk-assessment process explained above, local risk registers are maintained in specific areas to consider key risks, evaluate the probability of those risks occurring and assess the likely impact should the risks materialise. The actions taken to manage each risk are recorded.

Principal Risks and Uncertainties

As part of the risk identification process explained above, the principal areas of risk that could materially affect the Group's business, financial condition or results have been identified. A summary of these risks is set out below. Risks are grouped by category and are not disclosed in order of importance or significance. This is not intended to be an exhaustive analysis of all the risks that may arise in the ordinary course of business. These key risks are assessed on a continuous basis and management report significant changes in the risks identified, or the materiality of risks, to the Audit and Risk Committee.

Corporate Governance

For the year ended 31 December 2023

(continued)

Description of Risk

Current and Planned Actions

Strategic Risks

1. Future Funding & Media Regulation

Failure to ensure that public service media is adequately funded into the future.

RTÉ's extensive public service remit is agreed by government and set out in legislation.

This is in the context of inadequate public funding and a lack of public funding reform; and a regulatory framework which does not yet adapt to the trend in digital media consumption (including prominence rules), limiting RTÉ's capacity to deliver on its broad remit, capital projects and sustainability objectives; its ability to generate revenue; and to deliver transformation under RTÉ's 2025-2029 strategy.

- 'A New Direction' for RTÉ was published for public consultation in Q4 2023. RTÉ's Statement of Strategy for 2025-2029 is in preparation, for publication in 2024.
- Engagement ongoing with departmental reviews.
- Regular, proactive engagement with Coimisiún na Meán the DTCAGSM, NewEra and other key stakeholders on funding reform, and submissions to consulting processes e.g., proposed Content Fund and PSM Prominence.
- Secure economic and legal advice, or commission reports / benchmarking analysis, as required.
- Monitoring of the licence fee collection targets, household statistics and evasion rates.
- Ongoing collaboration with An Post and DTCAGSM on licence fee collection and related matters.

2. Content

The risk that RTÉ does not deliver audiences (particularly younger and underserved groups) with relevant, engaging, and diverse content on digital and linear platforms.

This is in the context of:

- a shift in audience preference from scheduled linear broadcast to streaming and other digital offerings
- limited diversity and inclusion, on-air and in production
- content price inflation, driven by rising costs of production and increased competition from global players.

There is also a risk that RTÉ does not retain control of its IP, in order to maximise audience, attribution and commercial value.

See also Risk 1. Future Funding, Risk 4. Delivery of Digital Portfolio, Risk 5. Prominence & Discovery and Risk 6. Data.

- RTÉ's new content strategy will prioritise high-quality and impactful content for our audiences – young, old, and new, from all over Ireland, aimed at driving both live and streaming and on-demand consumption of RTÉ, and innovating across video, audio, and text.
- Enhanced independent news and current affairs for digital audiences.
- Migrating production to outside of Dublin and significantly increasing independent commissioning will bring diversity of creative content and better national representation.
- Audience Insights measurement and tracking to inform decision making.
- RTÉ's Data strategy (sign-in and meta data).

Corporate Governance

For the year ended 31 December 2023 (continued)

Description of Risk

3. COMMERCIAL

The risk that RTÉ fails to diversify to exploit digital commercial opportunities, and to optimise revenue from all RTÉ's media channels.

The commercial market shift towards digital platforms, with the continued emergence of new business models and technologies, impacts RTÉ's ability to sustain revenues.

See also *Risk 4. Delivery of Digital Portfolio*, *Risk 5. Prominence & Discovery* and *Risk 6. Data*.

4. DELIVERY OF DIGITAL PORTFOLIO

The risk to the delivery of RTÉ's digital portfolio, to drive personalisation, content recommendation and an enhanced audience user experience, if investment is not secured.

This impacts RTÉ's connection with the audience and the delivery of the audience, content and digital commercial opportunities created by digital transformation.

See also *Risk 1. Future Funding*, *Risk 2. Content*, *Risk 3. Commercial* and *Risk 6. Data*.

Current and Planned Actions

- RTÉ will implement a new commercial strategy from 2024, prioritising digital advertising as a critical growth area, across our new and improved products and content, including investment in people and advertising technology.
 - In parallel, we will protect revenue from TV and radio advertising and sponsorship and grow distribution and licensing revenues.
 - Enhanced data and insights to better meet client needs.
 - Robust business planning and risk management to drive sustainable revenues to fund PSM.
 - RTÉ's Data Strategy (sign-in)
 - Monitoring and assessment of the current and emerging impacts of market uncertainty, and other external economic factors on RTÉ's financial position.
-
- RTÉ's new strategy aims to invest to provide excellent streaming products and services.
 - Continue to evolve digital products to be best-in-class, offering a personalised user experience, accessibility, and reliability.
 - Continue to develop RTÉ Player as competitive destination for streaming video.
 - RTÉ plans to launch a new RTÉ Audio App to deliver a full suite of audio content for all listeners.
 - An enhanced RTÉ News App will make better use of text, video, images, and other storytelling devices.
 - Enhanced access to an expanded RTÉ Archives.

Corporate Governance

For the year ended 31 December 2023 (continued)

Description of Risk

Current and Planned Actions

5. PROMINENCE & DISCOVERY

The risk that RTÉ does not achieve prominence and discoverability on digital distribution platforms, which will impact on audience, commercial and fair-value targets.

This is in the context of:

- a structural shift in audience preference from scheduled linear broadcast to streaming and other digital offerings.
- Negotiating with industry gatekeepers -major platforms and distribution partners.
- a regulatory framework which does not yet support the prominence and discoverability of RTÉ content on digital platforms.

See also *Risk 1. Future Funding & Media Regulation*

- Continue to monitor and analyse technological developments and audience behaviour in the marketplace.
- Continue to negotiate with existing/emerging platforms and industry gatekeepers to optimise RTÉ's content proposition for audiences on multi-media platforms.
- Collaborate with industry bodies/network providers/competitors to develop distribution partnerships, where appropriate.
- Distribution and content rights strategy in place.
- Engagement with key decision makers, regulators, and stakeholders, on PSM prominence and carriage and associated audio-visual codes, including DTCAGSM and Coimisiún na Meán.

Corporate Governance

For the year ended 31 December 2023 (continued)

Description of Risk

6. DATA

This is the risk that RTÉ will fail to optimise data as a valuable resource, to inform decision-making across the organisation, while providing a robust framework for data governance, reporting and compliance.

This is in the context of the implementation of RTÉ's digital transformation strategy, to focus on personalisation, content recommendation and an enhanced audience user experience, while ensuring responsible and compliant data collection and processing.

This impacts RTÉ's connection with the audience and the achievement of audience reach and digital commercial targets.

A data breach could result in loss of control or safety of customer data and/or financial penalties. This could impact on audience and stakeholder trust and damage RTÉ's reputation.

A key consideration as an emerging risk in this area is the transformative impact of AI and in particular Generative AI.

See also *Risk 2. Content*, *Risk 3. Commercial*, *Risk 4. Delivery of Digital Portfolio*, *Risk 12. Cyber Security* and *Risk 14. BCP*.

Current and Planned Actions

- An RTÉ Data strategy and a structured approach to data use and management.
- Data Governance with established policies and procedures in place.
- Data Steering Group in place, made up of Leadership Team nominees, representing each function across RTÉ.
- GDPR policies under constant review, overseen by RTÉ's Data Protection Officer – currently auditing ROPA activities.
- Staff training (mandatory) and ongoing communication on best practice.
- DPO office is risk-assessing digital projects, including sign-in, in discussion with the relevant teams.
- The regulatory landscape is closely monitored, for change.
- AI Policy including Principles for usage of AI and its implications for RTÉ.

Corporate Governance

For the year ended 31 December 2023

(continued)

Description of Risk

Current and Planned Actions

7. BUSINESS PLANNING & FINANCIAL RESOURCES

Risks associated with the strategic allocation and management of financial resources, to optimise investment in indigenous content/new improved services and capital (the business); control and reduce operating costs and deliver ongoing value for money across all our services.

Due to underinvestment in property and infrastructure there is a high risk of unplanned expenditure, due to emergency failures, which require emergency CAPEX.

This also includes the ongoing management of cash reserves and bank funding to provide adequate financing for ongoing operational cash needs, while also investing in capital (the business), in the context of funding uncertainty.

See also *Risk 13. Sustainability - ESG and Risk 14. BCP - Loss of Service.*

- RTÉ’s strategy sets out a new approach to ensure robust financial management, cost control and cuts, income generation and oversight.
- Tighter financial controls and financial authority approval limits are in place for all expenditure – board approval is now required at a new lower threshold.
- Continue engagement with stakeholders, including NewEra on the financials underpinning the strategic plans.
- Monthly management accounts and forecasting, which includes the reporting of revenues and costs against budget.
- Capital budgeting process and a dedicated Capital Committee.
- Cash management and treasury function which operate within an approved treasury policy.
- Multiyear medium-term financial projections in place.

Compliance Risks

8. EDITORIAL

Failure to comply with editorial standards and obligations to fairness, impartiality, and privacy, under broadcasting regulation, could affect audience trust levels, damage our brand and reputation, or lead to legal exposure.

- RTÉ Journalism & Content Guidelines and Social Media Guidelines.
- Defined editorial management chain and editorial structures.
- Editorial Standards Board.
- Training for staff.
- Access to legal advice and training, ongoing.
- A Statutory Complaints Process.

Corporate Governance

For the year ended 31 December 2023

(continued)

Description of Risk

Current and Planned Actions

9. CORPORATE GOVERNANCE & CULTURE

This risk is a failure to implement cultural change, supported by a corporate governance framework that reflects best governance practice, as set out in the code of practice for the governance of state bodies; or failure to comply with the relevant legislative provisions which apply to RTÉ.

This could impact on audience, employee and key stakeholder trust and damage RTÉ's reputation.

See also Risk 11. Legal & Regulatory Compliance and Risk 13. Sustainability – ESG.

- RTÉ will put in place a best-in-class governance framework that will support ethical, responsible, and values-driven decision making, and continue to comply with the Code of Practice for the Governance of State Bodies.
- Defined corporate governance structure.
- Policies, standards, and procedures, with reporting measures in place.
- New procedures were put in place from mid-2023 to ensure transparency and open dialogue between the Board and the Interim Leadership Team (ILT), with more regular committee meetings and updated Terms of Reference.
- Continue to pursue positive change in information exchange, communication, and consultation, through e.g. staff engagement forum, a broader leadership forum for dialogue and more divisional briefings.
- During 2024, RTÉ will publish a Register of Interests and the Register of External Activities; and reports of Published Expenses and Salaries of Leadership Team.
- Engagement is ongoing with Departmental/Regulatory reviews.
- A commitment to continuous improvement.

10. LEGAL & REGULATORY COMPLIANCE

Any changes to Irish or EU law or regulation, which could impact on RTÉ's operations or a failure to comply with legal and regulatory standards and obligations, including impacts on internal policies.

This could result in regulatory non-compliance and sanctions, litigation, penalties and consequent reputational damage.

Any changes to media regulation could have a significant impact on RTÉ's business model, operations, and public service remit.

- Updated guidelines and implementation of policies.
- Regular staff communication and training.
- Legal monitoring and review.
- Defined corporate governance structures and operational controls.
- Corporate clearance committees for commercial activity.
- Defined legal management chain.

Corporate Governance

For the year ended 31 December 2023

(continued)

Description of Risk

Current and Planned Actions

Operational Risks

11. PEOPLE & SKILLS

An inability to adapt the skills profile of the workforce, to deliver on the priorities set out in RTÉ’s strategy (particularly digital, data & tech capabilities).

There is a risk that the target of up to 400 headcount (20% reduction) is not reached under the Voluntary Exit Programme (VEP).

Risk factors include:

- low turnover, the ability to attract, retain and develop staff, especially for specialist roles, in the context of an increasingly competitive marketplace that includes global digital players.
- an inability of the organisation to move away from traditional grades, guaranteed increments, and allowances to a simplified fit for purpose reward structure reflective of the market and individual performance.
- ongoing Department of Social Protection (DSP) investigation (July 2020) and the destabilising impact across the board in the organisation – culture, morale, disinformation, financial, reputation and ability to carry out business in what is a complex environment.

There is also a risk that RTÉ will not successfully deliver on diversity & inclusion commitments to attract and retain a diverse workforce both on and off-air.

Deployments of RTÉ staff to hostile environments bring with them an elevated risk of injury, kidnap, or death.

See also *Risk 2. Content* and *Risk 4. Delivery of RTÉ’s Digital Portfolio*.

- Investment in Technology, enabling RTÉ to continue to change ‘how we work’ and pursue more efficient work practices.
- Investment in staff development, support, and training, particularly in the areas needed for our digital ambitions, through RTÉ Learn, and continue flexible and remote working options.
- VEP to reduce headcount by up to 20% over the strategy period. Communication and formal consultation process with unions and employee representatives, following a fair and transparent process.
- Increased focus on pay transparency, work with TUG / other stakeholders to modernise collective agreements to reflect the strategy and the expectation of a growing number of employees for performance-based pay.
- Creation of an organisation wide Career Framework through the role and grade review – (Willis Towers Watson). Implementation of a more relevant reward structure to attract and retain key skills in strategic areas.
- Intensive engagement with DSP to come to a pragmatic solution which negates the necessity to review 695 individuals.
- Diversity and Inclusion action plan, including diversity in recruitment, an extended Internship Programme, training, and community outreach initiatives.
- Hostile environment training is given to all staff deploying and other mitigation measures employed (e.g., armoured vehicles) where necessary.

Corporate Governance

For the year ended 31 December 2023

(continued)

Description of Risk

Current and Planned Actions

12. CYBER SECURITY

The risk of a cyber-attack which could lead to exposure of and/or exploitation of sensitive/confidential data, a system outage, a data breach, or data loss, which impacts on business continuity and output.

See also *Risk 6. Data* and *Risk 14. BCP – Loss of Service*.

- Governance and cyber security policies and standards.
- Asset management, vulnerabilities management, threat intelligence and monitoring, ongoing.
- Staff training, security awareness and testing.
- Security Operating Centre (SOC) and Security Incident and Event Management (SIEM).
- Cyber incident response plan.
- Critical systems assessment, back up and disaster recovery systems.
- Data Governance and GDPR Data Steering Group in place.

Corporate Governance

For the year ended 31 December 2023

(continued)

Description of Risk

13. SUSTAINABILITY - Environmental, Social, Governance (ESG)

There is a risk that RTÉ as an organisation, does not adapt to respond to a changing climate, in its approach to climate action and sustainability.

Key risks include; failure to prepare adequately at an organisational level in terms of climate adaption; lack of sufficient capital budget resources to enable relevant sustainability upgrades for RTÉ assets; failure to make correct sustainability adaptations to production models; failure to sufficiently reduce overall energy usage across the network to align with national climate action plan target; failure to adequately represent climate information and guidance in editorial content.

Lack of preparedness for changes in non-financial reporting obligations which include broader sustainability standards and metrics, and failure to meet the expectations of stakeholders, including government, regulators, audiences, and suppliers.

See also *Risk 1. Future Funding and Risk 7. Business Planning and Financial Resources.*

Current and Planned Actions

- RTÉ Climate Action plan defines climate action corporate governance structure, policies, and actions to achieve targets (subject to necessary supports and resources).
- RTÉ climate and sustainability content.
- RTÉ Green Broadcaster Group planning and monitoring.
- Staff and supplier awareness and training support.
- Development of comprehensive materiality assessment to inform priority areas for action
- Rollout of Albert Sustainable Production education and certification
- Effective and compliant systems re emission measurement and reduction targets.
- Planned disclosures in financial and performance reporting, under the NewERA Framework.
- Re-certification for Business Mark as a useful foundation.
- Development of relevant social initiatives and ongoing review of inclusion policies and performance
- Clearly expressed guidelines and adherence to policies.
- Inclusion of relevant sustainability standards into organisational governance framework.
- RTÉ plans to invest in a consolidated Donnybrook campus on a smaller footprint, which will support meeting regulations, compliance, and sustainability targets.

Corporate Governance

For the year ended 31 December 2023

(continued)

Description of Risk

Current and Planned Actions

14. BCP – LOSS OF SERVICE

Loss of continuity of service, due to a failure in critical technology, infrastructure/property or security, or a force majeure event, or the actions of third parties (e.g., cyber-attack, supplier action), which impacts on business continuity and output.

See also *Risk 7. Business Planning and Financial Resources* and *Risk 12. Cyber Security*.

Refreshed Business continuity and crisis management plans, aligned with ISO standards.

Resilience and redundancy built into business processes: IT back-up procedures; mirrored servers; redundancy in national broadcast transmission system; etc.

Technology strategy.

Multi-year Property strategy.

15. TRANSFORMATION

The risk that RTÉ fails to effectively implement the radical transformation of the organisation, as set out in RTÉ's Statement of Strategy, to one that is significantly streamlined, with internal overheads permanently reduced, a consolidated Donnybrook campus and a proportionate cost base, under the goals:

- Engage audiences with high-quality impactful content.
- Provide excellent streaming products and services.
- Diversify production and support sectoral development across Ireland.
- Ensure robust financial management and performance.
- Build a sustainable, trusted and responsible organisation.

See also *Risk 1. Future Funding and Media Regulation*.

RTÉ's Statement of Strategy is in preparation and will set out the new direction for the organisation.

A transformation governance structure will be defined and resourced.

A change management plan, including risk assessment, will be developed to implement transformation, across the organisation.

Corporate Governance

For the year ended
31 December 2023
(continued)

Procurement

RTÉ is required to comply with applicable procurement laws and the *Code of Practice for the Governance of State Bodies*. A report detailing these obligations and providing assurance on compliance is provided annually to the Audit and Risk Committee as part of its consideration of internal control. This report also includes details of any non-compliant procurement in line with the requirements of the Code of Practice.

Review of Effectiveness of Internal Control

The Board retains overall responsibility for internal control and risk management. The Board confirms that, through the Audit and Risk Committee, it has conducted a review of the effectiveness of the system of internal control, as required by the *Code of Practice for the Governance of State Bodies*.

The process adopted by the Board to undertake the review of the effectiveness of the system of internal controls included:

- Consideration of the authority, resources and coordination of those involved in the identification, assessment and management of significant risks faced by RTÉ.
- Review and consideration of the output of the risk assessment and management process.
- Monitoring of risk reports from management.
- Review of the programme of internal audit and consideration of major findings
- Review of the report of the external auditors, who, as part of their normal procedures, test aspects of the systems of internal control and report any significant control weakness noted from their audit procedures to the Audit and Risk Committee.
- A review of the risk oversight activities of other Board committees in relation to specific risk areas falling within their remit.

Based on this review, the Board confirms that:

- An ongoing process for identifying, evaluating and managing RTÉ's significant risks has operated throughout the year and up to the date of approval of the financial statements. This process is in accordance with guidance issued by the Department of Public Expenditure and Reform and the Code of Practice for the Governance of State Bodies (2016).

Corporate Governance

For the year ended
31 December 2023
(continued)

- Systems of internal control have been in place for the year under review and up to the date of approval of the financial statements.

Some control incidences occurred during 2023, as explained in the section below, and control improvements were implemented as a result. RTÉ accepts in principle the recommendations made in the two Expert Advisory Committee Reports published on 7 May 2024. At the time of writing, RTÉ has finalised an implementation plan setting out the actions, and associated timelines, to implement the recommendations. RTÉ has begun a programme of work, and the Board is focused on returning RTÉ to the levels of corporate governance and transparency that should define it.

Internal Control Issues

A) Use of the Barter Account

The Mazars interim report examining RTÉ's use of the barter account (August 2023) highlighted the absence of a documented policy and procedures and inadequate record keeping. The report also highlighted goods or services acquired through the barter account outside RTÉ standard procurement processes.

Actions

Purchases by RTÉ against barter account credits ceased in April 2023. Updated policies and procedures were put in place to address the findings. On a monthly basis, the barter credits balance is recognised in both revenue and debtors at the cash out rate. Where client representation is required, this will be from a separate budget to be agreed, with Finance oversight.

B) Presenter Earnings

The earnings of an RTÉ Presenter for the period 2017 – 2022 were the subject of two reports by Grant Thornton, commissioned by the Audit and Risk Committee.

The reports confirmed that the Presenter's publicly disclosed earnings were understated and on 22 June 2023 the Board restated the disclosed earnings. The 2017-2019 earnings were incorrect due to manual adjustments to the gross invoiced earnings recorded in the accounting systems. The 2020 to 2022 earnings were understated due to payments to the Presenter being processed outside the normal supplier payment system.

Corporate Governance

For the year ended
31 December 2023
(continued)

Actions

Steps have been taken to ensure there can be no repeat of the findings, including enhanced audit procedures. In addition, the terms of reference of the Remuneration & Management Development Committee have been updated to ensure that the committee has sight of high earner figures prior to publication. Details of RTÉ's highest paid presenters will be published annually as part of RTÉ's Annual Report.

RTÉ has committed to reducing the cost of its highest paid presenters to ensure that no contractors or employees will earn more than the Director-General.

C) Toy Show The Musical / Board Approval

The Audit and Risk Committee commissioned Grant Thornton to conduct an independent review in relation to the Toy Show The Musical production.

The report confirmed a lapse in oversight of the project and highlighted that the formal approval of the Board for the project was not sought. Significant contracts were committed to without the knowledge or approval of the full Board. The report also highlighted that project costs were not properly captured.

Actions

Governance structures have been reformed and strengthened. The relationship between the Board and the Interim Leadership Team has been redefined. In addition:

- The Board receives the minutes of all Interim Leadership Team meetings.
- A new formal approval process has been established for significant expenditure projects, which goes through both the Interim Leadership Team and the Board.
- All submissions to the Board relating to expenditure approvals must now include a risk assessment and a business case.
- The expenditure level above which Board authorisation is required has also been lowered.

Corporate Governance

For the year ended
31 December 2023
(continued)

D) VEP Packages

RTÉ engaged McCann FitzGerald to review RTÉ's voluntary exit programmes in 2017 and 2021. The report found that the rules of the two schemes were observed in all instances, save one. The report concluded that the application in relation to the former CFO was not considered and approved by the then Executive Board as was required under the rules of the 2017 VEP, and that "the terms of the 2017 VEP were not complied with."

Actions

A new Governance Framework for RTÉ is being implemented, which will enshrine best practice governance standards across the organisation. The additional systemic protections introduced since July 2023 will safeguard future processes, in addition to the broadening of the terms of reference and oversight controls of the Remuneration & Management Development Committee, and stronger governance procedures at Interim Leadership Team level.

Code of Practice Compliance

Gaps in compliance with the Code of Practice arose in the year under review. As a result, the Chair's report to Minister for Tourism, Culture, Arts, Gaeltacht, Sport and Media in accordance with Paragraph 2.6 of the Code of Practice will report that RTÉ did not comply in full with the Code of Practice. This conclusion is informed by the control issues highlighted in the internal control and risk management section above, and by weaknesses in the governance arrangements which necessitated the implementation of a new Governance Framework for RTÉ.

Significant action has already taken place to remedy these issues, as outlined in various sections of this report. The Board is committed to the timely implementation of actions to achieve full compliance with the Code of Practice for 2024.

Going Concern

The members of the Board considered the Group's cash flows, liquidity and business activities. They reviewed the Group's forecasted cash flows for the foreseeable future, additional government funding and assessed possible variances in those forecasts. After making those enquiries, the members of the Board are satisfied that RTÉ has adequate resources to continue in operational existence for at least 12 months from the date of signing. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Refer to Note 1 (v) in the financial statements for further details.

Corporate Governance

For the year ended
31 December 2023
(continued)

Board Members' Fees¹

RTÉ complies with Government policy on the payment of fees to chairs and directors of State bodies, as determined by the Minister for Public Expenditure and Reform and the Minister for Tourism, Culture, Arts, Gaeltacht, Sport and Media. In addition, in accordance with the “one person one salary” principle, public servants who sit on state boards are not entitled to additional board fees.

	2023	2022 ³
	€'000	€'000
Board members at 31 December 2023		
Siún Ní Raghallaigh	32	1
Susan Ahern	16	16
Kevin Bakhurst	-	-
David Harvey	16	5
Daire Hickey	16	5
Aideen Howard	16	3
Dr P.J. Mathews	-	-
Anne O'Leary	16	5
Jonathan Ruane	16	5

Payments to former Board members

Moya Doherty	-	6
Dee Forbes	-	-
Ian Kehoe	12	5
Connor Murphy	16	5
Robert Shortt ²	15	5

1. All members of the Board are non-executive, with the exception of the Director-General, Kevin Bakhurst, serving in an ex officio capacity, and Robert Shortt, appointed following a staff election
2. In addition to Board fees, Robert Shortt was paid as an employee of RTÉ
3. In November 2019, in the context of cost reduction initiatives identified as part of the then revised RTÉ strategy 2020–2024, the members of the Board announced their intention to waive their fees, effective 1 January 2020. This continued until September 2022 when the payment of fees to Board members was restored, where a fee is applicable.

Expenses of Board members¹

In compliance with the *Code of Practice for the Governance of State Bodies*, the following disclosure is required of the expenses paid to Board members:

	2023	2022
	€'000	€'000
Travel - mileage	2	-
Subsistence allowances	7	-
	9	-

1. The expenses of Board members above relate to their Board services only and do not include expenses of members in their capacity as RTÉ employees.

Corporate Governance

For the year ended
31 December 2023
(continued)

Remuneration of Director-General

The remuneration of the Director-General conforms to Government policy for determining the remuneration of chief executive officers of commercial State bodies, issued by the Department of Public Expenditure and Reform, and is approved by the Minister for Tourism, Culture, Arts, Gaeltacht, Sport and Media. In compliance with the disclosure requirement in the Code of Practice for the Governance of State Bodies and in Section 305 of the *Companies Act 2014*, the remuneration of the Director-General comprises:

	Kevin Bakhurst		Dee Forbes	
	2023	2022	2023	2022
	€'000	€'000	€'000	€'000
Emoluments:				
- Basic salary	119	-	125	233
- Car allowance	12	-	13	25
Total Emoluments	131	-	138	258
Retirement Benefit Contributions ¹	31	-	32	58
	162	-	170	316

1. The amount paid by RTÉ to a defined contribution pension scheme.

Expenses amounting to €4,349 (2022: €6,056) were incurred by Dee Forbes in the conduct of the duties of the post of Director-General. Kevin Bakhurst incurred expenses amounting to €21,794 (2022: €nil) in the post since his appointment in July 2023.

No performance-related pay was awarded or paid in respect of 2023 or 2022.

Board Members' Report

For the year ended 31 December 2023

The members of the Board of RTÉ present their annual report together with the audited Group financial statements for the year ended 31 December 2023.

Principal Activities

RTÉ is Ireland's public-service broadcaster, offering free-to-air television and radio services to its audience. RTÉ also publishes the RTÉ Guide and provides an extensive range of free web-based online services. Through its wholly owned subsidiary, RTÉ Transmission Network DAC (trading as 2rn), RTÉ provides analogue and digital network transmission and tower facilities to broadcasters and other users. In addition, RTÉ operates the RTÉ Concert Orchestra.

Business Review

Detailed reviews of the performance during 2023 and future developments are set out in the Operational Review on pages 27 to 107 and in the Financial Review on pages 14 to 25. These reviews encompass the principal risks and uncertainties faced by the Group and an analysis of its key performance indicators, financial and nonfinancial. RTÉ's performance in meeting its annual commitments to its viewers and listeners, as set out in its Annual Statement of Performance Commitments 2023, are reviewed on pages 270 to 274.

Results for the Year

The results of the Group for the year are set out in the Income Statement on page 199 and in the related notes.

Members of the Board

The names of the persons who served as members of the Board during the year are set out on page 150.

Corporate Governance

RTÉ's corporate governance arrangements are set out in the annual report as follows:

- Corporate governance pages 159 to 189
- Board members' profiles pages 144 to 149
- Statement of Board members' responsibilities page 193

Board Members' Report

For the year ended
31 December 2023
(continued)

Directors' Compliance

The Companies Act 2014, which applies to RTÉ subsidiary companies, introduces a requirement for directors to secure a company's compliance with its relevant obligations (as defined in Section 225(1) of the Act), if the company meets specific size criteria specified in the Act.

RTÉ has implemented actions to ensure that, where applicable, its subsidiaries comply with the Companies Act 2014 requirements for directors' compliance statements.

Accounting Records

The RTÉ Board members are responsible for ensuring that adequate accounting records are maintained. The measures taken in this regard include the use of appropriate systems and procedures, the employment of professionally qualified accounting personnel with appropriate expertise and the provision of adequate resources to the financial function. The Group's accounting records are kept at Donnybrook, Dublin 4.

Payment of Accounts

The members of the Board acknowledge their responsibility for ensuring compliance in all material respects with the provisions of the European Communities (Late Payment in Commercial Transactions) Regulations 2012 as amended by the European Communities (Late Payment in Commercial Transactions) (Amendment) Regulations 2016 ("the Regulations"). Procedures have been implemented to identify the dates upon which invoices fall due for payment and to ensure that payments are made by such dates. Such procedures provide reasonable assurance against material non-compliance with the Regulations. The payment policy during the year under review was to comply with the requirements of the Regulations.

Group Companies

Information relating to subsidiary and associated undertakings is included in note 18 to the financial statements.

Board Members' Report

For the year ended 31 December 2023
(continued)

Financial Instruments

The Group has exposure to financial risks relating to credit, liquidity, foreign exchange, interest rate and operational risk. The Group has detailed procedures for monitoring and managing these risks which are set out in note 21 to the financial statements.

Political Donations

With reference to the Electoral Act 1997, RTÉ does not make any political donations.

Relevant Audit Information

The Board members believe that they have taken all steps necessary to make themselves aware of any relevant audit information and have established that the Group's statutory auditors are aware of that information. In so far as they are aware, there is no relevant audit information of which the Group's statutory auditors are unaware.

On behalf of the Board

Terence O'Rourke
Chair

Kevin Bakhurst
Director-General

28 June 2024

Statement of Board Members' Responsibilities

For the year ended
31 December 2023

The members of the Board of RTÉ (the “RTÉ Board”) are responsible for preparing the Annual Report and the Group and RTÉ financial statements in accordance with applicable law and regulations.

The Broadcasting Act 2009 (“broadcasting legislation”) requires the RTÉ Board to prepare Group and RTÉ financial statements for each financial year. Under that legislation, the RTÉ Board has elected to prepare the Group and RTÉ financial statements in accordance with International Financial Reporting Standards (IFRS) as adopted by the EU and as applied in accordance with the provisions of the broadcasting legislation and the relevant provisions of the Companies Act 2014.

The RTÉ Board does not approve the Group and RTÉ financial statements unless it is satisfied that they give a true and fair view of the assets, liabilities and financial position of the Group and RTÉ and of the Group’s profit or loss for that year. In preparing each of the Group and RTÉ financial statements, the RTÉ Board:

- Selects suitable accounting policies and then applies them consistently;
- Makes judgements and estimates that are reasonable and prudent;
- States whether the financial statements have been prepared in accordance with IFRS as adopted by the EU and as applied in accordance with the provisions of the broadcasting legislation; and
- Prepares the financial statements on the going concern basis unless it is inappropriate to presume that the Group and RTÉ will continue in business.

The RTÉ Board is responsible for keeping adequate accounting records which disclose with reasonable accuracy at any time the assets, liabilities, financial position and profit or loss of the Group and RTÉ and which enable them to ensure that the financial statements of the Group and RTÉ are prepared in accordance with applicable IFRS, as adopted by the EU, and comply with the provisions of the broadcasting legislation and the relevant provisions of the Companies Act 2014. The RTÉ Board have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the Group and RTÉ and to prevent and detect fraud and other irregularities. The RTÉ Board is also responsible for preparing a Board Members’ Report that complies with the relevant provisions of the Companies Act 2014.

Statement of Board Members' Responsibilities

For the year ended
31 December 2023
(continued)

The RTÉ Board members are responsible for ensuring that the corporate governance statement on pages 159 to 189 reflects the Group's compliance with the Code of Practice for the Governance of State Bodies. The RTÉ Board members are responsible for the maintenance and integrity of the corporate and financial information included on the Group's website. Legislation in the Republic of Ireland governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

On behalf of the Board

Terence O'Rourke

Chair

Kevin Bakhurst

Director-General

28 June 2024

Independent Auditor's Report to the Members of the Board of RTÉ

Report on the audit of the financial statements

Opinion on the financial statements of RTÉ

In our opinion the RTÉ Group (the Group) and the RTÉ Entity (the Entity) financial statements:

- give a true and fair view of the assets, liabilities and financial position of the Group and the Entity as at 31 December 2023 and of the loss of the Group for the financial year then ended; and
- have been properly prepared in accordance with the relevant financial reporting framework and, in particular, with the requirements of the Broadcasting Act 2009.

The financial statements we have audited comprise:

The Group financial statements:

- the Group Income Statement;
- the Group Statement of Comprehensive Income;
- the Group Statement of Financial Position;
- the Group Statement of Changes in Equity;
- the Group Cash Flow Statement; and
- the related notes 1 to 26, including a summary of significant accounting policies as set out in note 1.

The Entity financial statements:

- the Statement of Financial Position;
- the Statement of Changes in Equity;
- the Cash Flow Statement;
- the related notes 1 to 26, including a summary of significant accounting policies as set out in note 1.

The relevant financial reporting framework that has been applied in the preparation of the Group and Entity financial statements is the Broadcasting Act 2009 and International Financial Reporting Standards (IFRS) as adopted by the European Union (IFRSs as adopted by the EU) (“the relevant financial reporting framework”).

Independent Auditor's Report to the Members of the Board of RTÉ

(continued)

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are described below in the "Auditor's responsibilities for the audit of the financial statements" section of our report.

We are independent of the Group and the Entity in accordance with the ethical requirements that are relevant to our audit of the financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Group and Entity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the Annual Report and Group Financial Statements, other than the financial statements and our auditor's report thereon. The directors are responsible for the other information contained within the Annual Report and Group Financial Statements. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Independent Auditor's Report to the Members of the Board of RTÉ

(continued)

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Responsibilities of directors

As explained more fully in the Statement of Board Members' Responsibilities, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view and otherwise comply with the Broadcasting Act 2009, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the Group and the Entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Group and the Entity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Independent Auditor's Report to the Members of the Board of RTÉ

(continued)

A further description of our responsibilities for the audit of the financial statements is located on IAASA's website at: <https://iaasa.ie/publications/description-of-the-auditors-responsibilities-for-the-audit-of-the-financial-statements/>. This description forms part of our auditor's report.

Report on Other Legal and Regulatory Requirements

Matters on which we are required to report by exception

Under the Code of Practice for the Governance of State Bodies (August 2016) (the "Code of Practice"), we are required to report to you if the statement regarding the system of internal control required under the Code of Practice as included in the Corporate Governance Statement does not reflect the Group's compliance with paragraph 1.9(iv) of the Code of Practice or if it is not consistent with the information of which we are aware from our audit work on the financial statements. We have nothing to report in this respect.

Use of our report

This report is made solely to the Members of the Board of RTÉ in accordance with the Broadcasting Act 2009. Our audit work has been undertaken so that we might state to the Members of the Board of RTÉ those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Members of the Board of RTÉ, for our audit work, for this report, or for the opinions we have formed.

Richard Howard

For and on behalf of Deloitte Ireland LLP Chartered Accountants and Statutory Audit Firm
Deloitte & Touche House,
Earlsfort Terrace,
Dublin 2

28 June 2024

Group Income Statement

for the year ended 31 December 2023

	Notes	2023 €'000	2022 €'000
Continuing Operations			
Revenue	2	344,035	347,695
Operating costs (before depreciation, amortisation, gain on disposal of assets)	3	(349,336)	(339,288)
EBITDA¹ before gain on disposal of assets			
		(5,301)	8,407
Net depreciation and amortisation	5	(11,815)	(11,765)
Gain on disposal of assets	5	33	12
Gain on disposal of investments		-	36
Loss from Operating Activities			
		(17,083)	(3,310)
Finance income	4	9,640	2,136
Finance expense	4	(2,888)	(1,816)
Deficit before Income Tax			
	5	(10,331)	(2,990)
Income tax	7	1,215	197
Deficit for the Year			
		(9,116)	(2,793)

¹ EBITDA: Earnings (operating profit) before interest, tax, depreciation and amortisation

Group Statement of Comprehensive Income

for the year ended 31 December 2023

	Notes	2023 €'000	2022 €'000
Deficit for the Year		(9,116)	(2,793)
Other Comprehensive Income			
Items that will never be reclassified to profit or loss			
Re-measurement gain of the defined benefit pension scheme	19	1,246	23,729
Re-measurement (loss)/gain of the "50/50" risk-sharing pension scheme	19	(1,173)	9,271
Related deferred tax on pension assets	20	(1,008)	-
		(935)	33,000
Items that are or may be reclassified to profit or loss			
Deferred tax on losses	20	-	-
		-	-
Total other comprehensive (deficit)/surplus for the year		(935)	33,000
Total comprehensive (deficit)/surplus for the year		(10,051)	30,207

Group Statement of Financial Position

as at 31 December 2023

	Notes	2023 €'000	2022 €'000
ASSETS			
Non-Current Assets			
Property, plant and equipment	8	57,774	58,145
Intangible assets	9	5,663	4,252
Financial assets	18	673	892
Pension asset	19	188,652	180,590
Total Non-Current Assets		252,762	243,879
Current Assets			
Inventories	10	26,014	25,951
Receivables and prepayments	11	67,130	61,907
Liquid investments	12	15,098	60,772
Cash and cash equivalents	13	63,543	53,290
Derivative financial instruments	21	17	32
Total Current Assets		171,802	201,952
Total Assets		424,564	445,831
EQUITY			
Retained earnings		222,283	232,334
LIABILITIES			
Non-Current Liabilities			
Interest-bearing loans and borrowings	14	47,500	59,500
Employee benefits	17	4,809	7,859
Trade and other payables	15	21,748	15,170
Deferred tax liabilities	20	834	1,125
Capital grants	23	3,250	3,632
Lease liability	25	3,427	2,801
Derivative financial instruments	21	-	6
Total Non-Current Liabilities		81,568	90,093
Current Liabilities			
Trade and other payables	15	83,273	91,734
Borrowings and other Debt	14	12,000	3,625
Taxation and social welfare	16	8,580	12,080
Capital grants	23	382	382
Lease liability	25	554	548
Employee benefits	17	15,895	14,935
Derivative financial instruments	21	29	100
Total Current Liabilities		120,713	123,404
Total Liabilities		202,281	213,497
Total Equity and Liabilities		424,564	445,831

On behalf of the Board

Terence O'Rourke
Chair

Kevin Bakhurst
Director-General

28 June 2024

Group Statement of Changes in Equity as at 31 December 2023

	2023	2022
	€'000	€'000
Retained earnings		
Balance at 1 January	232,334	202,127
Deficit for the year	(9,116)	(2,793)
Other comprehensive (deficit)/surplus	(935)	33,000
Total comprehensive (deficit)/surplus	(10,051)	30,207
Balance at 31 December	222,283	232,334

RTÉ Statement of Changes in Equity as at 31 December 2023

	2023	2022
	€'000	€'000
Retained earnings		
Balance at 1 January	107,135	81,999
Deficit for the year	(20,135)	(7,864)
Other comprehensive (deficit)/surplus	(935)	33,000
Total comprehensive (deficit)/surplus	(21,070)	25,136
Balance at 31 December	86,065	107,135

Group Cash Flow Statement

for the year ended 31 December 2023

	Notes	2023 €'000	2022 €'000
Cash Flows from Operating Activities			
Deficit for the year		(9,116)	(2,793)
Adjustments for:			
Depreciation of property, plant and equipment	5	10,103	10,351
Amortisation of intangible assets	5	1,711	1,414
Impairment of intangible assets	9	204	281
Gain on disposal of property, plant and equipment		(33)	(12)
Difference between pension charge and cash contributions		(512)	1,777
Net finance (income)/expense		(6,371)	3
Income tax credit	7	(1,215)	(197)
		(5,229)	10,824
Change in inventories and related inventory payables		(955)	(3,764)
Change in receivables and prepayments		(5,010)	(1,539)
Change in trade and other payables		195	21,640
Change in taxation and social welfare		(3,583)	144
Change in employee benefits and restructuring and other costs		(2,119)	(1,220)
Net Cash (absorbed)/generated from Operating Activities		(16,701)	26,085
Cash Flows from Investing Activities			
Interest received		1,459	12
Proceeds from sale of property, plant and equipment		62	15
Acquisition of property, plant and equipment		(9,296)	(7,965)
Acquisition of intangible assets		(3,820)	(1,717)
Net Cash absorbed by Investing Activities		(11,595)	(9,655)
Cash Flows from Financing Activities			
Debt repayment		(3,625)	(1,875)
Interest paid		(2,726)	(1,200)
Cash payments for the principal portion of the lease liability		(695)	(615)
Cash payments for the interest portion of the lease liability		(79)	(70)
Decrease/(increase) in liquid investments	12	45,674	(21,880)
Net Cash generated/(absorbed) by Financial Activities		38,549	(25,640)
Net increase/(decrease) in cash and cash equivalents		10,253	(9,210)
Cash and cash equivalents at 1 January		53,290	62,500
Cash and Cash Equivalents at 31 December	13	63,543	53,290

On behalf of the Board

Terence O'Rourke
Chair

Kevin Bakhurst
Director-General

28 June 2024

RTÉ Statement of Financial Position

as at 31 December 2023

	Notes	2023 €'000	2022 €'000
ASSETS			
Non-Current Assets			
Property, plant and equipment	8	19,829	20,515
Intangible assets	9	5,600	4,163
Investments in subsidiaries	18	65,827	65,827
Pension asset	19	188,652	180,590
Deferred tax asset	20	1,424	1,342
Total Non-Current Assets		281,332	272,437
Current Assets			
Inventories	10	25,807	25,745
Receivables and prepayments	11	54,932	52,767
Liquid investments	12	15,098	60,772
Cash and cash equivalents	13	49,008	39,816
Derivative financial instruments	21	17	32
Total Current Assets		144,862	179,132
Total Assets		426,194	451,569
EQUITY			
Retained earnings		86,065	107,135
LIABILITIES			
Non-Current Liabilities			
Employee benefits	17	4,684	7,700
Interest-bearing loans and borrowings	14	-	7,000
Trade and other payables	15	21,748	15,170
Lease liability	25	1,603	1,870
Derivative financial instruments	21	-	6
Total Non-Current Liabilities		28,035	31,746
Current Liabilities			
Trade and other payables	15	281,040	285,072
Borrowings and other Debt	14	7,000	1,125
Lease liability	25	297	393
Taxation and social welfare	16	7,882	11,239
Employee benefits	17	15,846	14,759
Derivative financial instruments	21	29	100
Total Current Liabilities		312,094	312,688
Total Liabilities		340,129	344,434
Total Equity and Liabilities		426,194	451,569

On behalf of the Board

Terence O'Rourke
Chair

Kevin Bakhurst
Director-General

28 June 2024

RTÉ Cash Flow Statement

for the year ended 31 December 2023

	Notes	2023 €'000	2022 €'000
Cash Flows from Operating Activities			
Deficit for the year after tax		(20,135)	(7,864)
Adjustments for:			
Depreciation of property, plant and equipment	8	5,494	5,536
Amortisation of intangible assets	9	1,686	1,389
Impairment of intangible assets	9	204	281
Loss/(gain) on disposal of property, plant and equipment		23	(13)
Difference between pension charge and cash contributions		(512)	1,777
Net finance income		(8,794)	(923)
Income tax credit		(1,090)	(167)
		(23,124)	16
Change in inventories and related inventory payables		(954)	(3,642)
Change in receivables and prepayments		(1,841)	124
Change in provisions and trade and other payables		4,328	31,069
Change in taxation and social welfare		(3,357)	361
Change in employee benefits and restructuring and other costs		(1,958)	(1,334)
Net Cash (absorbed)/generated from Operating Activities		(26,906)	26,594
Cash Flows from Investing Activities			
Interest received		1,459	12
Proceeds from sale of property, plant and equipment		5	13
Acquisition of property, plant and equipment		(5,132)	(5,990)
Acquisition of intangible assets		(3,863)	(1,714)
Net Cash absorbed by Investing Activities		(7,531)	(7,679)
Cash Flows from Financing Activities			
Debt repayment		(1,125)	(1,875)
Interest paid		(456)	(448)
Cash payments for the principal portion of the lease liability		(422)	(387)
Cash payments for the interest portion of the lease liability		(42)	(47)
Decrease/(increase) in liquid investments	12	45,674	(21,880)
Net Cash generated/(absorbed) by Financial Activities		43,629	(24,637)
Net increase/(decrease) in cash and cash equivalents		9,192	(5,722)
Cash and cash equivalents at 1 January		39,816	45,538
Cash and Cash Equivalents at 31 December	13	49,008	39,816

On behalf of the Board

Terence O'Rourke
Chair

Kevin Bakhurst
Director-General

28 June 2024

Notes forming part of the Group Financial Statements

1. Summary of Material Accounting Policy Information

(a) Basis of accounting

Below we set out our key accounting policies. A full list of accounting policies can be found in the appendix to the Group Financial Statements on pages 261 to 269. The accounting policies have been applied consistently in dealing with items which are considered material in relation to the Group and RTÉ financial statements except for the new standards and amendments to standards outlined in the appendix to the Group Financial Statements.

(i) Reporting entity

RTÉ is a statutory corporation established under the **Broadcasting Authority Act, 1960** and is domiciled in Ireland. The consolidated financial statements of RTÉ as at and for the year ended 31 December 2023 comprise the statutory corporation and all entities controlled by it (together referred to as the 'Group').

(ii) Statement of compliance

The RTÉ and Group financial statements have been prepared in accordance with International Financial Reporting Standards (IFRSs) as adopted by the European Union (EU) that are effective for the year ended 31 December 2023 and are applied in accordance with the provisions of broadcasting legislation. The Group has also elected to present both its consolidated and RTÉ parent entity financial statements in accordance with the provisions of the **Companies Act 2014** in so far as it provides additional information. Accordingly, RTÉ's parent statement of financial position, statement of cash flows and statement of changes in equity have also been presented with the consolidated financial statements as would ordinarily be required by the **Companies Act 2014**. RTÉ's Group Income Statement has been adapted as permitted by **Companies Act 2014**, Schedule 3 Part II, Section A4(5).

(iii) Basis of preparation

The RTÉ and Group financial statements have been prepared on the historical cost basis as modified by the measurement at fair value of derivative financial instruments and retirement benefit obligations.

The Group financial statements are prepared in euro, rounded to the nearest thousand (€000), which is the functional currency of all subsidiaries in the Group.

(iv) Critical accounting estimates and judgements

The preparation of financial statements in conformity with IFRSs requires management to make judgements, estimates and assumptions that affect the application of accounting policies and reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates. Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimates are revised and in any future periods affected.

The key areas involving significant judgement or complexity, or areas where assumptions and estimates are significant to the Group's financial statements, relate primarily to the valuation of the defined benefit pension scheme and financial instruments and are documented in the relevant accounting policies and in the related notes.

The estimates that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below:

- **Retirement Benefit Obligations:** The assumptions underlying the actuarial valuations (including discount rates, rates of increase in future compensation levels and mortality rates), from which the amounts recognised in the Consolidated Financial Statements are determined, are updated annually based on current economic conditions and for any relevant changes to the terms and conditions of the pension plans. The assumptions that are most significant and the impact of changes in those assumptions are set out in note 19.
- In estimating certain liabilities such as accruals for tax and PRSI liabilities relating to contractors, judgement is required in determining whether the Group has a present obligation and whether it is probable that an outflow of economic benefits will be required to settle this obligation. This judgement is applied to information available at the time of determining the liability, including but not limited to judgements around interpretations of legislation, regulations and case law.

Information about critical judgements in applying accounting policies that have the most significant impact on the amounts recognised in the financial statements are as follows:

- Fixed assets are depreciated over their expected useful life. Judgement is required in determining the expected life for fixed assets, over which the related assets are depreciated.
- In preparing the financial statements, the Board is required to assess the ability of the organisation to continue as a going concern. This requires judgement in assessing the cash requirement of the business for the foreseeable future and whether the organisation will have sufficient cash resources to pay its liabilities as they fall due. The key judgement involves assessing the expected revenues and expenditure forecasted to arise in the foreseeable future.

(v) Going Concern

In assessing the going concern position of RTÉ and Group financial statements for the year ended 31 December 2023, the Board members have considered the Group's cash flows, liquidity and business activities, including the increased loss in 2023 arising from reduced licence fee income.

Notes forming part of the Group Financial Statements (continued)

While the Group had cash and liquid assets of €79 million, the debt of the Group is €59.5 million with borrowings of €52.5 million repayable in January 2026. As at the balance sheet date, RTÉ had net current liabilities of €167 million and the Group had net current assets of €51million.

Based on the Group's forecasts for the foreseeable future, the Board members have adopted the going concern basis in preparing the Financial Statements. They have made this assessment after consideration of the Group's forecasted cash flows for the 12 months from date of signing, including the assessment of possible variances in those forecasts. The Board members believe that combined with existing cash resources, recent additional support committed to by the Government and its banking facilities, the Group will have sufficient cash resources available to meet its liabilities as they fall due.

(vi) Adoption of new and revised standards

In preparing the Group financial statements for the current year, the Group has adopted a number of new amendments to standards which have not had a material impact on disclosures to the financial statements.

(vii) Standards in issue but not yet effective

A complete list of standards that are in issue but not effective until 2024 or beyond is included within the full accounting policies in an appendix to the Annual Report. The directors do not expect that the adoption of the new standards will have a material impact on the financial statements of the Group in future periods.

Key Accounting Policies

(b) Revenue recognition

Revenue, which excludes VAT and transactions between companies in the Group, comprises income arising from licence fees and other grant funding; advertising sales; sponsorship; the use of the Group's facilities and transmission network; circulation and events income; and content, merchandising and related income. Revenue is stated net of any settlement and volume discounts.

IFRS 15 applies to all the Group's revenue streams apart from licence fee revenue which is accounted for under **IAS 20 Accounting for Government Grants and Disclosure of Government Assistance**. The other revenue streams, as outlined below, are recognised upon transfer of the promised services or goods to the customers. The Group has adopted the five-step approach to the timing of revenue recognition based on performance obligations in customer contracts. This involves identifying the contract with customers, identifying the performance obligations, determining the transaction price, allocating the price to the performance obligations within the contract and recognising revenue when the performance obligations are satisfied.

In line with IAS 20, grants relating to specific items of expenditure are recognised as a credit against the related expenditure in the income statement.

(i) Licence fee revenue

The Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media (DTCAGSM) has nominated An Post to be the collection agent for the TV licence fee. Licence fee revenue is collected by An Post and paid over to the DTCAGSM, net of collection costs. In addition, licence fee revenue is payable by the Department of Social Protection (DSP) on behalf of individuals eligible for a "free" television licence. This revenue is paid monthly by the DSP to the DTCAGSM.

The DTCAGSM makes a non-repayable “grant-in-aid” to RTÉ from these licence fees collected, as provided in Section 123 of the **Broadcasting Act 2009** as amended by section 69 of the **Communications Regulation (Postal Services) Act 2011**. This equates to the amounts paid to it by the DSP, together with the amounts collected by An Post net of collection costs and a 7% levy to the Broadcasting Fund as determined by the Minister for Tourism, Culture, Arts, Gaeltacht, Sport and Media.

Licence fee revenue payable by the DSP is recognised upon receipt. All other licence fee income is recognised upon notification by An Post of the number of licences sold in the period.

(ii) Advertising and sponsorship income

Television advertising income is recognised on delivery of a campaign. All other advertising income is recognised on transmission/publication. Advertising income is stated net of agency commissions. Sponsorship income is recognised evenly over the life of the sponsored programme, publication, etc. Income from barter transactions is measured at the fair value of the good or service received or at its cash value when barter credits are cashed out with any unused credit arising from the delivery of advertising services during the year recognised as accrued income on a cash value basis.

(iii) Transmission and facilities income

Transmission and facilities income arise from the use of and access to the Group’s transmission, distribution and multiplexing network and studio facilities provided to third parties. Amounts are recognised as the facilities are made available to third parties.

(iv) Circulation and events income

Circulation income arises from the publication and circulation of the **RTÉ Guide** and is stated gross. Revenue is recognised on the basis of the net copies sold at the end of the sales cut-off period for each issue.

Events income arises from public events organised by RTÉ Orchestra. It is recognised as the events are held and amounts fall due.

(v) Content, merchandising and related income

Content, merchandising and related income represents amounts generated from RTÉ content and services provided to third parties. Revenue is recognised as the service is provided or upon delivery of goods to the third party.

(c) Segment reporting

Segmental analysis, prepared in accordance with **IFRS 8 Operating segments**, is set out in note 2(d). RTÉ’s primary reporting segments are its divisions. Other segmental analysis as required by the **Broadcasting Act 2009** is set out in note 2(e).

In note 2(d), commercial revenues are mainly reported in the Commercial division. 2rn revenues are reported in the Network division. Archive and library sales revenues are reported in the Content division. Revenues from the provision of multiplexing services and some other minor revenues are reported under other segments.

Notes forming part of the Group Financial Statements

(continued)

The reporting of licence fee revenue within each division is a function of the licence fee attributed to each individual channel and service.

Costs directly incurred by and for a division are reported within that division. An appropriate full-cost absorption/usage allocation basis is used to apply a fair and reasonable cost to inter-divisional and central shared services consumed by those divisions. The allocations are based upon consistently applied and objectively justifiable cost accounting principles.

Costs of production, commissioning and acquisition of television and radio programmes are incurred primarily for the purpose of providing RTÉ's free-to-air television and radio channels. These costs are charged to the Content and News & Current Affairs divisions as appropriate. In order to fairly reflect the true cost of providing RTÉ's free-to-air television and radio channels, these costs are not apportioned to the online services where further opportunities to access the content are provided. Where direct costs are incurred in the acquisition of online rights, the repurposing of content or the creation of content primarily for online, these are charged to online services. RTÉ is increasing its non-linear output with more programmes getting first transmission on digital platforms and a move towards a digital-first approach in news coverage. Reflecting this digital-first strategy, online services are allocated an appropriate proportion of the cost of common news-gathering infrastructure. Where content is both sourced for inclusion in broadcast programmes and used directly in online services, the cost of sourcing such content is allocated in line with the cost allocation principles set out above.

(d) Programme inventories

Programme inventories are valued at the lower of cost and net realisable value.

Indigenous programme inventories are programmes produced in-house by RTÉ or programmes commissioned by RTÉ from independent producers. Costs for in-house programme stock include direct programme costs, including production facilities and programme labour costs. Costs for commissioned programme stocks are based on the contract price. Indigenous programme inventories are charged to the Income Statement in full on first transmission.

Acquired programme inventories are programmes and films purchased by RTÉ from third-party studios and broadcasters. Costs for acquired programme inventories are defined as the third-party licence contract price which RTÉ pays the studio or broadcaster. Acquired programme inventories are charged to the Income Statement based on the expected value of each transmission as follows:

Features:	75% on first transmission
	25% on second transmission
Series:	99% on first transmission
	1% on second transmission

Sports rights inventories are the rights to broadcast sporting events. Costs for sports rights inventories are defined as the contract price agreed by the Group with the relevant sports body or rights holder. Where RTÉ sublicenses sports rights to third parties, the associated income and costs are reflected on a net basis in the Income Statement. Sports rights inventories are charged to the Income Statement as the sporting events relating to the rights are broadcast.

2. Principal Activities and Segmental Information

(a) Principal activities

RTÉ is a not-for-profit organisation. Its principal public-service activity is the broadcast of a comprehensive range of free-to-air television and radio channels, and online services. Further opportunities to access RTÉ's public-service content are provided via the RTÉ One+1, RTÉ2+1 and RTÉjr channels. These services serve all demographic categories in Irish society with a wide variety of output and genres, irrespective of commercial audience attraction, and with specific emphasis on indigenously produced programmes. RTÉ's other public-service activities include RTÉ Orchestra.

The cost of RTÉ's public-service activities is substantially in excess of the amount of public funding received in the form of licence fee revenue. Accordingly, RTÉ also engages in ancillary commercial activities to support its public-service activities. These include the sale of advertising and sponsorship, publication of the **RTÉ Guide** and other broadcast-related commercial activities.

As required by legislation, RTÉ provides digital terrestrial television (DTT) multiplexing services which it makes available to national broadcasters, including RTÉ's own services, in accordance with published regulated market tariffs. The management of this multiplexing service is separated within RTÉ from the management of the broadcast divisions. RTÉ Transmission Network DAC (trading as 2rn), a subsidiary of RTÉ, supplies transmission and distribution services to multiplex operators (including RTÉ) and national and quasi-national sound broadcasters, including RTÉ. 2rn also makes the transmission network available to local broadcasters and rents surplus tower/mast space to a variety of third-party non-broadcast users.

RTÉ is structured under the following divisions: Commercial, Content, News & Current Affairs, Audience, Channels and Marketing, Network; and support divisions Operations & Production Services, Technology & Transformation, Human Resources and Finance. Network division, entirely located within 2rn, managed the transmission, distribution and related activities as described above. RTÉ's Commercial division manages all commercial activities other than: those carried on by 2rn, the provision of multiplexing services (see above) and sales of archive and library services managed by the Content division. The Commercial division was established further to the publication of RTÉ's updated Fair Trading Policy and Procedures to more clearly demonstrate the separation of RTÉ's public-service and commercial activities. For each division, the Director-General and the RTÉ Interim Leadership Team review internal management reports on a monthly basis. A detailed list of RTÉ's activities by division and legal entity is set out in note 18 to these financial statements.

In addition to the divisions, RTÉ operates Corporate HQ and Corporate division. Corporate HQ consists of general administrative and other activities that arise at the entity level relating to the governance of RTÉ as a public-service broadcaster. The Corporate division includes activities that are carried out centrally on behalf of the divisions, the cost of which is allocated in accordance with the cost allocation principles set out in note 1(c). The cost of the Corporate HQ is not allocated to divisions and is reported in All Other Segments.

(b) Segmental information and other analysis

Broadcast and transmission services including multiplex services are charged to the Audience, Channels and Marketing division on the basis of published tariffs. 2rn invoices RTÉ at the published regulated tariff for supply of transmission and distribution services as a multiplex operator and as a sound broadcaster. Costs incurred in support of RTÉ's television and radio channels are charged to those channels on the basis of the published regulated tariffs. Other elements of the tariff are reported as a reconciling item between the cost of reportable segments and the total cost. Other 2rn services are invoiced at appropriate market rates.

Notes forming part of the Group Financial Statements (continued)

Transactions between activities in pursuit of RTÉ's public-service objects and activities to exploit commercial opportunities are effected at market rates.

The segmental information in note 2(d) presents information for the divisions above. Other segmental analysis as required by the **Broadcasting Act 2009** is set out in note 2(e).

Note 2(e) provides an analysis of gross/net cost of public-service activities and (deficit)/surplus by channel and service. In addition, gross costs of indigenous content by broadcasting genre are also provided. The analysis between public-service and non-public-service activities is reported in a manner that is consistent with the principles used to report revenues and costs set out above.

Audience, Channels and Marketing, Content and News & Current Affairs division costs are fully allocated to the relevant television and radio channels and online services in accordance with the cost allocation principles outlined in note 1(c). Other supporting division costs are allocated to the divisions they support using appropriate cost accounting principles.

The residual non-channel and non-service activities are aggregated together under the category "Other" and include 2rn, provision of multiplexing services, **RTÉ Guide** and non-channel activities.

(c) Licence fee attribution

Each RTÉ service has a detailed service description which clearly defines how the channel or service contributes to the delivery of RTÉ's public-service objects.

In line with common practice among public-service media organisations (PSMs) across the EU, RTÉ attributes public funding to individual services based on the net cost of the public service. Net cost of public service is the gross cost of delivering the public service after deducting the contribution from commercial activities.

The gross public-service cost of each of RTÉ's channels and services includes all costs incurred in the production and delivery of the service. It does not include any costs incurred in the exploitation of commercial opportunities arising from the provision of the service. These costs are allocated against the commercial revenue to which they relate, to calculate the commercial contribution. Surpluses on commercial activities not directly linked to channels or services are attributed to those public-service activities which have significant revenue-generating potential (RTÉ One, RTÉ2, RTÉ Radio 1, RTÉ 2fm, online services) in proportion to the gross cost of public services.

Licence fee revenue is firstly attributed to those public-service channels and services that have a limited capacity to generate commercial revenue in their own right and therefore are, of necessity, primarily funded by licence fee revenue in order to facilitate continued delivery of the public service. The services at issue comprise RTÉ Orchestra, RTÉ Raidió na Gaeltachta, RTÉ lyric fm, statutory provision of programming to TG4, supplementary DTT and digital audio channels ("other channels"), Corporate HQ and financing costs.

The remaining licence fee is attributed between services with significant commercial revenue potential in proportion to the net cost of the public services. These services include: RTÉ One, RTÉ2, RTÉ Radio 1, RTÉ 2fm and online services. No licence fee revenue is attributed to 2rn, the provision of multiplexing services by RTÉ or any costs incurred in the exploitation of commercial opportunities.

2. Principal Activities and Segmental Information (continued)

(d) Revenues, costs and surplus/(deficit) by Division (continuing operations), in line with RTÉ's organisation structure, year ended 31 December 2023

	REPORTABLE SEGMENTS						OTHER		Group Total
	Commercial Division	Content Division	News & Current Affairs Division	ACM Division	Network Division	All Other Segments	Consolidation Adjustments*	€'000	
	€'000	€'000	€'000	€'000	€'000	€'000	€'000		
Revenue									
Advertising income	105,305	-	-	-	-	-	(541)	104,764	
Sponsorship income	9,789	-	-	-	-	-	-	9,789	
Facilities income	2,373	-	-	-	-	24	(150)	2,247	
Circulation and event income	4,473	-	-	-	-	-	-	4,473	
Transmission, mast and towers income	-	-	-	-	27,608	-	(16,067)	11,541	
Content, merchandising and related sales	13,088	519	-	-	-	-	-	13,607	
Other commercial revenue	63	-	-	3	-	4,292	(40)	4,318	
Commercial revenue	135,091	519	-	3	27,608	4,316	(16,798)	150,739	
Licence fee revenue attribution	-	122,013	36,632	33,886	-	765	-	193,296	
	135,091	122,532	36,632	33,889	27,608	5,081	(16,798)	344,035	
Costs by output category**									
Programme and output costs - by source	-	(140,660)	(57,288)	(492)	-	-	-	(198,440)	
In-house productions	-	(45,461)	-	(375)	-	-	-	(45,836)	
Commissioned programming	-	(186,121)	(57,288)	(867)	-	-	-	(244,276)	
Indigenous programming	-	(6,159)	(273)	(273)	-	-	-	(5,432)	
Acquired programmes - Ireland	-	(18,462)	-	(2,004)	-	-	-	(20,466)	
Acquired programmes - Overseas	-	(209,742)	(57,288)	(3,144)	-	-	-	(270,174)	
General broadcast, transmission & other output costs	(7,045)	(4,099)	-	(44,373)	(18,841)	(156)	707	(73,807)	
2m transmission and power charges	(9,103)	-	-	(10,329)	-	(5,738)	16,067	-	
Sales costs	(16,148)	(213,841)	(57,288)	(57,846)	(18,841)	-	120	(8,983)	
						(5,894)	16,894	(352,964)	
Other revenues and costs									
Corporate HQ	-	-	-	-	-	(7,427)	-	(7,427)	
DTT related	-	-	-	-	-	(765)	447	(318)	
Interest payable	-	-	-	-	(2,428)	1,255	6	(1,167)	
Disposal of assets	-	-	-	-	56	(23)	-	33	
Divisional Surplus/(Deficit)	118,943	(91,309)	(20,656)	(23,957)	6,395	(7,773)	549	(17,808)	
Net defined benefit/pension related finance income	-	-	-	-	-	7,477	-	7,477	
Surplus/(Deficit) before income tax	118,943	(91,309)	(20,656)	(23,957)	6,395	(296)	549	(10,331)	
Income tax	-	-	-	-	-	-	-	1,216	
Deficit for the year								(9,116)	

Notes forming part of the Group Financial Statements (continued)

* Elimination of intra-group revenue and costs at arm's length.

** Costs by output category include applicable depreciation, amortisation, net finance (expense)/income and exclude operating costs of Corporate HQ.

Additional Segmental Disclosures

Commercial revenue of:									
External customers	134,400	519	-	3	11,541	4,276	-	150,739	
Revenue from other operating segments	691	-	-	-	16,067	40	(16,798)	-	
	135,091	519	-	3	27,608	4,316	(16,798)	150,739	

One customer of all the reporting segments represents €195.2 million of the Group's total revenue.

Material non-cash items included in the reportable segment costs include:

Depreciation and amortisation	255	3,563	2,004	1,308	5,217	52	(584)	11,815
Difference between pension charge and cash contributions	(17)	(299)	(144)	(80)	33	(5)	-	(512)

2. Principal Activities and Segmental Information (continued)

(d) Revenues, costs and surplus/(deficit) by Division (continuing operations), in line with RTÉ's organisation structure, year ended 31 December 2022

	REPORTABLE SEGMENTS					OTHER		Group Total
	Commercial Division	Content Division	News & Current Affairs Division	ACM Division	Network Division	All Other Segments	Consolidation Adjustments*	
	€'000	€'000	€'000	€'000	€'000	€'000	€'000	€'000
Revenue								
Advertising income	109,571	-	-	-	-	-	(510)	109,061
Sponsorship income	11,370	-	-	-	-	-	-	11,370
Facilities income	2,588	-	-	-	-	23	(175)	2,436
Circulation and event income	4,067	-	-	-	-	-	-	4,067
Transmission, mast and towers income	-	-	-	-	25,747	-	(15,225)	10,522
Content, merchandising and related sales	9,811	508	-	-	-	-	-	10,319
Other commercial revenue	511	-	-	-	-	3,807	(40)	4,278
Commercial revenue	137,918	508	-	-	25,747	3,830	(15,950)	152,053
Licence fee revenue attribution	-	118,814	36,204	36,799	-	3,825	-	195,642
	137,918	119,322	36,204	36,799	25,747	7,655	(15,950)	347,695
Costs by output category**								
Programme and output costs - by source								
In-house productions	-	(132,186)	(55,455)	(366)	-	-	-	(188,007)
Commissioned programming	-	(44,680)	(55)	(1,500)	-	-	-	(46,235)
Indigenous programming	-	(176,866)	(55,510)	(1,866)	-	-	-	(234,242)
Acquired programmes - Ireland	-	(4,063)	-	(340)	-	-	-	(4,403)
Acquired programmes - Overseas	-	(19,183)	-	(1,949)	-	-	-	(21,132)
General broadcast, transmission & other output costs	-	(200,112)	(55,510)	(4,156)	-	-	-	(259,777)
2m transmission and power charges	(10,159)	(3,501)	-	(45,582)	(18,387)	(205)	634	(77,200)
Sales costs	(9,591)	-	-	(11,490)	-	(3,735)	15,225	-
	(19,750)	(203,613)	(55,510)	(61,227)	(18,387)	(3,940)	16,111	(346,316)
Other revenues and costs								
Corporate HQ	-	-	-	-	-	(4,434)	-	(4,434)
DTT related	-	-	-	-	-	(680)	392	(288)
Interest payable	-	-	-	-	(915)	(404)	7	(1,312)
Disposal of assets	-	-	12	-	(1)	1	-	12
Divisional Surplus/(Deficit)	118,168	(84,291)	(19,294)	(24,428)	6,444	(1,802)	560	(4,643)
Net defined benefit, pension related finance income	-	-	-	-	-	1,653	-	1,653
Surplus/(Deficit) before income tax	118,168	(84,291)	(19,294)	(24,428)	6,444	(149)	560	(2,990)
Income tax	-	-	-	-	-	-	-	197
Deficit for the year								(2,793)

Notes forming part of the Group Financial Statements (continued)

* Elimination of intra-group revenue and costs at arm's length.

** Costs by output category include applicable depreciation, amortisation, net finance (expense)/income and exclude operating costs of Corporate HQ.

Additional Segmental Disclosures

Commercial revenue of:									
External customers	137,233	508	-	-	10,522	3,790	-	-	152,053
Revenue from other operating segments	685	-	-	-	15,225	40	(15,950)	-	-
	137,918	508	-	-	25,747	3,830	(15,950)	-	152,053

One customer of all the reporting segments represents €198.2 million of the Group's total revenue.

Material non-cash items included in the reportable segment costs include:

Depreciation and amortisation	315	2,890	1,791	1,865	5,430	66	(592)	-	11,765
Difference between pension charge and cash contributions	94	924	458	247	33	21	-	-	1,777

2. Principal Activities and Segmental Information (continued)

(e) Analysis of revenues, costs and surplus/(deficit) by channel, service and broadcasting genre and between public-service and non-public-service activities, year ended 31 December 2023

	RTÉ One €'000	RTÉ2 €'000	RTÉ Radio 1 €'000	RTÉ 2fm €'000	RTÉ lyric fm €'000	RTÉ RnaG €'000	TG4 Support €'000	RTÉ Orchestras €'000	Corporate HQ €'000	DTT Related €'000	Online Services €'000	Other Channels €'000	Other €'000	Consolidation Adjustments €'000	Group Total €'000
PUBLIC-SERVICE ACTIVITIES															
Indigenous programme costs															
In-house productions	(79,064)	(45,517)	(26,857)	(5,457)	(3,786)	(10,196)	(6,149)	(7,408)	-	-	(13,122)	(884)	-	-	(198,440)
Commissioned programming	(30,729)	(10,821)	(1,157)	(35)	(140)	(184)	(1,429)	-	-	-	(364)	(977)	-	-	(45,836)
	(109,793)	(56,338)	(28,014)	(5,492)	(3,926)	(10,380)	(7,578)	(7,408)	-	-	(13,486)	(1,861)	-	-	(244,276)
Programme costs - by genre															
Arts	(1,552)	-	(1,875)	-	(169)	(92)	-	-	-	-	-	-	-	-	(3,688)
Religious	(2,466)	-	(239)	-	-	(144)	-	-	-	-	-	-	-	-	(2,849)
Other factual	(25,912)	(2,953)	(3,317)	-	(143)	(1,363)	(111)	-	-	-	(363)	-	-	-	(34,162)
Factual	(29,930)	(2,953)	(5,431)	-	(312)	(1,599)	(111)	-	-	-	(363)	-	-	-	(40,699)
Drama	(21,660)	(575)	(668)	-	-	(2)	(360)	-	-	-	(70)	-	-	-	(23,325)
Entertainment	(22,263)	(2,004)	(2,909)	(2,699)	(424)	(624)	10	-	-	-	(1,248)	-	-	-	(32,161)
Music	(745)	(421)	(1,436)	(1,827)	(2,812)	(1,836)	-	(7,408)	-	-	-	(884)	-	-	(17,369)
News, Current Affairs and Weather	(33,811)	-	(15,106)	(559)	(346)	(4,939)	(5,636)	-	-	-	(9,910)	-	-	-	(70,307)
Sport	(1,384)	(46,134)	(2,474)	(407)	-	(1,155)	(1,424)	-	-	-	(1,833)	-	-	-	(54,811)
Young People's	-	(4,251)	-	-	(32)	(225)	(57)	-	-	-	(62)	(977)	-	-	(5,604)
Indigenous programming	(109,793)	(56,338)	(28,014)	(5,492)	(3,926)	(10,380)	(7,578)	(7,408)	-	-	(13,486)	(1,861)	-	-	(244,276)
Acquired programmes	(4,679)	(407)	-	-	-	-	-	-	-	-	(273)	(73)	-	-	(5,432)
- Ireland	(11,295)	(6,775)	-	-	-	-	-	-	-	-	(2,004)	(392)	-	-	(20,466)
- Overseas	(12,434)	(9,537)	(5,272)	(4,499)	(600)	(441)	(8)	(1,011)	(7,427)	(765)	(10,368)	(749)	(3,990)	447	(56,744)
General broadcast, transmission and other output costs	(1,206)	(1,295)	(1,646)	(1,221)	(1,229)	(1,221)	-	-	-	-	-	(2,511)	-	-	(10,329)
2m transmission and power charges	-	-	-	-	-	-	-	-	1,255	-	-	-	-	-	1,255
Net interest payable	-	-	-	-	-	-	-	-	7,477	-	-	-	-	-	7,477
Net defined benefit/pension related finance income	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	(139,407)	(74,352)	(34,932)	(11,212)	(5,755)	(12,042)	(7,586)	(7,509)	1,305	(765)	(26,131)	(5,586)	(3,990)	447	(327,515)
Gross Cost of Public Service Activities															
Surplus on Commercial Activities	54,484	21,922	15,255	6,485	748	-	-	1,543	34	-	8,002	-	15,313	102	123,888
Distribution of Non-Channel Specific Contribution from Non-Public-Service Activities	7,463	3,981	1,870	600	-	-	-	-	-	-	1,399	-	(15,313)	-	-
Net Cost of Public-Service Activities Before Attribution of Public Funding	(77,460)	(48,449)	(17,807)	(4,127)	(5,007)	(12,042)	(7,586)	(5,966)	1,339	(765)	(16,730)	(5,586)	(3,990)	549	(203,627)
Public Funding															
Licence fee revenue attribution	71,709	44,852	16,485	3,820	5,007	12,042	7,586	5,966	-	765	15,488	5,586	3,990	-	193,296
Deficit before income tax	(5,751)	(3,597)	(1,322)	(307)	-	-	-	-	1,339	-	(1,242)	-	-	549	(10,331)
Income tax	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,215
(Deficit)/Surplus for the year	(5,751)	(3,597)	(1,322)	(307)	-	-	-	-	1,339	-	(1,242)	-	1,215	549	(9,116)

External commercial revenue includes €17 million from sales outside of the Republic of Ireland, primarily generated in the UK. Total non-current assets contain €0.3 million situated outside of the Republic of Ireland in 2023 (2022: €0.4 million).

Notes forming part of the Group Financial Statements (continued)

2. Principal Activities and Segmental Information (continued)

(e) Analysis of revenues, costs and surplus/(deficit) by channel, service and broadcasting genre and between public-service and non-public-service activities, year ended 31 December 2022

	RTÉ One €'000	RTÉ2 €'000	RTÉ Radio1 €'000	RTÉ 2fm €'000	RTÉ lyric fm €'000	RTÉ RnaG €'000	RTÉ Support €'000	TG4 €'000	Orchestras €'000	Corporate HQ €'000	DTT Related €'000	Online Services €'000	Other Channels €'000	Other €'000	Consolidation Adjustments €'000	Group Total €'000
PUBLIC-SERVICE ACTIVITIES																
Indigenous programme costs																
In-house productions	(75,081)	(42,399)	(26,526)	(5,441)	(3,636)	(9,889)	(5,779)	-	(6,745)	-	-	(11,774)	(737)	-	-	(188,007)
Commissioned programming	(29,756)	(10,490)	(1,058)	(78)	(148)	(117)	(1,591)	-	-	-	-	(1,566)	(1,431)	-	-	(46,235)
	(104,837)	(52,889)	(27,584)	(5,519)	(3,784)	(10,006)	(7,370)	-	(6,745)	-	-	(13,340)	(2,168)	-	-	(234,242)
Programme costs - by genre																
Arts	(1,409)	-	(1,809)	-	(175)	(86)	-	-	-	-	-	-	-	-	-	(3,479)
Religious	(2,464)	-	(239)	-	-	(140)	-	-	-	-	-	-	-	-	-	(2,843)
Other factual	(28,582)	(4,047)	(2,943)	-	(137)	(1,338)	(184)	-	-	-	-	(1,519)	-	-	-	(38,750)
Factual	(32,456)	(4,047)	(4,991)	-	(312)	(1,564)	(184)	-	-	-	-	(1,519)	-	-	-	(46,072)
Drama	(16,301)	(727)	(570)	-	-	(2)	(360)	-	-	-	-	(62)	-	-	-	(18,022)
Entertainment	(20,741)	(949)	(3,025)	(2,974)	(402)	(515)	(13)	-	-	-	-	(1,284)	-	-	-	(29,903)
Music	(762)	(380)	(1,604)	(1,547)	(2,674)	(1,733)	-	-	(6,745)	-	-	-	(737)	-	-	(16,182)
News, Current Affairs and Weather	(33,651)	(14)	(14,968)	(587)	(367)	(4,842)	(5,241)	-	-	-	-	(8,681)	-	-	-	(68,351)
Sport	(927)	(43,437)	(2,426)	(411)	-	(1,146)	(1,537)	-	-	-	-	(1,686)	-	-	-	(51,570)
Young People's	-	(3,336)	-	-	(29)	(204)	(35)	-	-	-	-	(108)	-	-	-	(5,142)
Indigenous programming	(104,837)	(52,889)	(27,584)	(5,519)	(3,784)	(10,006)	(7,370)	-	(6,745)	-	-	(13,340)	(2,168)	-	-	(234,242)
Acquired programmes																
- Ireland	(3,716)	(309)	-	-	-	-	-	-	-	-	-	(340)	(38)	-	-	(4,403)
- Overseas	(12,274)	(6,570)	-	-	-	-	-	-	-	-	-	(1,949)	(339)	-	-	(21,132)
General broadcast, transmission and other output costs	(13,025)	(9,210)	(5,987)	(4,638)	(660)	(554)	(14)	-	(96)	(4,434)	(680)	(10,380)	(786)	(3,146)	434	(53,175)
2m transmission and power charges	(1,600)	(1,615)	(1,888)	(1,057)	(1,066)	(1,057)	-	-	-	-	-	-	(3,207)	-	-	(11,490)
Net interest payable	-	-	-	-	-	-	-	-	(404)	-	-	-	-	-	-	(404)
Net defined benefit pension related finance income	-	-	-	-	-	-	-	-	1,653	-	-	-	-	-	-	1,653
	(135,452)	(70,593)	(35,459)	(11,214)	(5,510)	(11,617)	(7,384)	-	(6,841)	(3,185)	(680)	(26,009)	(6,537)	(3,146)	434	(323,193)
Gross Cost of Public Service Activities																
Surplus on Commercial Activities	58,554	23,308	14,779	7,036	585	-	-	-	1,415	40	-	7,506	-	11,112	126	124,561
Distribution of Non-Channel Specific Contribution from Non-Public-Service Activities	5,400	2,814	1,414	447	-	-	-	-	-	-	-	1,037	-	(11,112)	-	-
Net Cost of Public-Service Activities Before Attribution of Public Funding	(71,498)	(44,471)	(19,266)	(3,731)	(4,925)	(11,617)	(7,384)	-	(5,426)	(3,145)	(680)	(17,366)	(6,537)	(3,146)	560	(198,632)
Public Funding																
Licence fee revenue attribution	69,874	43,461	18,829	3,646	4,925	11,617	7,384	-	5,426	3,145	680	16,972	6,537	3,146	-	195,642
Deficit before income tax	(1,624)	(1,010)	(437)	(85)	-	-	-	-	-	-	-	(394)	-	-	560	(2,990)
Income tax	-	-	-	-	-	-	-	-	-	-	-	-	-	197	-	197
(Deficit)/Surplus for the Year	(1,624)	(1,010)	(437)	(85)	-	-	-	-	-	-	-	(394)	-	197	560	(2,793)

External commercial revenue includes €15 million from sales outside of the Republic of Ireland, primarily generated in the UK. Total non-current assets contain €0.4 million situated outside of the Republic of Ireland in 2022 (2021: €0.4 million).

2. Principal Activities and Segmental Information (continued)

(f) Analysis of network charges to all RTÉ services

	2023 €'000	2022 €'000
RTÉ One	1,206	1,600
RTÉ2	1,295	1,615
RTÉ Radio 1	1,646	1,888
RTÉ 2fm	1,221	1,057
RTÉ lyric fm	1,229	1,066
RTÉ Raidió na Gaeltachta	1,221	1,057
Other	2,511	3,207
	10,329	11,490

3. Operating Costs (before depreciation, amortisation, gain on disposal of assets)

	2023 €'000	2022 €'000
Employee costs (note 6)	156,875	150,843
Other personnel-related costs (including contractors)	26,914	23,102
Personnel-Related Operating Costs	183,789	173,945
Direct commissioned programme costs	42,295	43,617
Direct acquired programme costs	25,725	24,497
Sports and other copyrights	26,542	25,792
Outside broadcast contracts	7,342	5,841
Communication circuits	2,631	2,842
RTÉ Guide printing and related costs	954	1,121
General Energy including Network electricity	4,955	5,964
Music licences	7,875	8,350
Insurance policies	2,036	1,973
Staff travel and subsistence	3,358	2,889
Other third-party costs	41,834	42,457
Non-Personnel-Related Operating Costs before depreciation and amortisation	165,547	165,343
Total Operating Costs (before depreciation, amortisation)	349,336	339,288

Notes forming part of the Group Financial Statements (continued)

4. Finance (Income)/Expense

	2023 €'000	2022 €'000
Interest income on bank deposits	(1,720)	(160)
Fair value gains on derivative financial instruments not designated as cash flow hedges	(62)	-
Investment in Joint Venture	(381)	(323)
Finance Income	(2,163)	(483)
Interest income on scheme assets (note 19)	(42,475)	(13,448)
Interest cost on scheme liabilities (note 19)	34,998	11,795
Net defined benefit pension related finance income	(7,477)	(1,653)
Finance income recognised in Income Statement	(9,640)	(2,136)
Interest and finance costs on borrowings	2,779	1,108
Interest cost on bank deposits	-	253
Finance charge – leasing	80	71
Unwind of discount on restructuring costs (note 17b)	29	40
Fair value losses on derivative financial instruments not designated as cash flow hedges	-	344
Finance expense recognised in Income Statement	2,888	1,816

5. Deficit before Income Tax

(a) The deficit before income tax includes the following amounts:

	2023 €'000	2022 €'000
Licence Fee Income		
- Grant in aid from the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media	193,296	195,642
Net depreciation and amortisation		
- Depreciation of property, plant and equipment	9,733	10,038
- Depreciation of right of use assets	753	707
- Amortisation of grant-aided assets and property provision	(382)	(394)
- Amortisation of intangible assets	1,711	1,414
	11,815	11,765
Operating costs		
- (Gain)/loss on foreign exchange	(377)	218
- Other grant income received (note 23)	(2,209)	(2,616)
- Gain on disposal of property, plant and equipment and intangible assets	(33)	(12)

5. Deficit before Income Tax (continued)

(b) Auditors' remuneration:

	2023 €'000	2022 €'000
Group		
Audit of the financial statements (including expenses)	161	145
Other assurance services	83	70
	244	215

	2023 €'000	2022 €'000
RTÉ		
Audit of the financial statements (including expenses)	135	120
Other assurance services	53	40
	188	160

(c) Directors' remuneration:

	2023 €'000	2022 €'000
Fees	169	62
Other remuneration including retirement benefit contributions	331	316
	500	378

The amounts shown above as directors' remuneration include only the amounts paid to the Board members in the execution of their duties as members of the Board and the salary of the Director-General. They do not include the salary of the employee Board member.

In November 2019, the Board announced their intention to waive their fees effective 1 January 2020. The Board fees were reinstated with effect from 1 September 2022. Further details on Board fees can be found in the Corporate Governance section.

6. Employee Information

Group staff costs during the year amounted to:

	2023 €'000	2022 €'000
Wages and salaries	130,216	123,046
Social welfare costs	12,123	11,729
Pension costs and life assurance	14,536	16,068
	156,875	150,843

Notes forming part of the Group Financial Statements (continued)

6. Employee Information (continued)

The total number of full-time, part-time and casual employees of the Group at 31 December, and their full-time equivalent (FTE) were:

	No. of employees		FTEs	
	2023	2022	2023	2022
RTÉ Group	1,836	1,868	1,734	1,735

The average annual number of full-time, part-time and casual employees during the year was:

	2023	2022
Average full-time employees	1,637	1,591
Average part-time employees	130	137
Average casual employees	85	89
RTÉ Group	1,852	1,817

7. Income Tax

	2023	2022
	€'000	€'000
Current Tax Expense		
Current year	25	292
Under/(Over) provision from prior year	59	(16)
	84	276
Deferred Tax Credit		
Origination and reversal of temporary differences and losses (note 20)	(1,299)	(473)
Total Income Tax Credit	(1,215)	(197)

7. Income Tax (continued)

Reconciliation of Effective Tax Rate

	2023 €'000	2022 €'000
Deficit before income tax	(10,331)	(2,990)
Deficit before income tax multiplied by the standard rate of corporation tax in Ireland of 12.5% (2022: 12.5%)	(1,291)	(374)
Effects of:		
Withholding tax	25	13
Pension timing differences	(977)	10
Other differences	716	95
Prior year adjustment	-	(16)
Disallowed expenses	312	75
Total Income Tax Credit	(1,215)	(197)
Deferred Tax Recognised directly in Other Comprehensive Income		
Relating to pension asset (note 20)	1,008	4,110
Relating to losses (note 20)	-	(4,110)
	1,008	-

The group has trading losses forward for tax purposes of €663 million at 31 December 2023 (2022: €650 million) Due to the uncertainty surrounding when these losses may ultimately be utilised, a deferred tax asset of 23.6 million (2022: €22.6 million) has only been recognised with unrecognised deferred tax on losses carried forward at €59.3 million (2022: €58.7 million) not recognised as there is insufficient evidence they will be realised in the foreseeable future.

Notes forming part of the Group Financial Statements (continued)

8. Property, Plant and Equipment

Group	Land and buildings (Owned) €'000	Land and buildings (Leased) €'000	Plant and equipment €'000	Fixtures and fittings €'000	Capital projects in progress €'000	Total €'000
Cost						
Balance at 1 January 2022	68,053	5,658	164,625	2,084	13,625	254,045
Additions	-	-	-	-	6,166	6,166
Reclassifications	284	124	1,725	-	(2,133)	-
Disposals and retirements	-	(124)	(1,240)	(26)	(85)	(1,475)
Balance at 31 December 2022	68,337	5,658	165,110	2,058	17,573	258,736
Balance at 1 January 2023	68,337	5,658	165,110	2,058	17,573	258,736
Additions	-	-	-	-	10,368	10,368
Reclassifications	1,314	1,329	14,422	173	(17,238)	-
Disposals and retirements	(45)	(303)	(10,074)	-	(224)	(10,646)
Balance at 31 December 2023	69,606	6,684	169,458	2,231	10,479	258,458
Depreciation						
Balance at 1 January 2022	60,044	1,699	127,583	1,909	-	191,235
Depreciation for the year	1,052	672	8,902	119	-	10,745
Disposals and retirements	-	(124)	(1,239)	(26)	-	(1,389)
Balance at 31 December 2022	61,096	2,247	135,246	2,002	-	200,591
Balance at 1 January 2023	61,096	2,247	135,246	2,002	-	200,591
Depreciation for the year	1,055	753	8,591	87	-	10,486
Disposals and retirements	(45)	(303)	(10,045)	-	-	(10,393)
Balance at 31 December 2023	62,106	2,697	133,792	2,089	-	200,684
Net Book Value						
At 31 December 2022	7,241	3,411	29,864	56	17,573	58,145
At 31 December 2023	7,500	3,987	35,666	142	10,479	57,774

The Group leases several assets including land & buildings. The average lease term is 8 years (2022: 8 years).

8. Property, Plant and Equipment (continued)

RTÉ	Land and buildings (Owned) €'000	Land and buildings (Leased) €'000	Plant and equipment €'000	Fixtures and fittings €'000	Capital projects in progress €'000	Total €'000
Cost						
Balance at 1 January 2022	55,868	3,399	66,080	1,885	11,747	138,979
Additions	-	-	-	-	4,204	4,204
Reclassifications	284	124	1,167	-	(1,575)	-
Disposals and retirements	-	(124)	(499)	(26)	(113)	(762)
Balance at 31 December 2022	56,152	3,399	66,748	1,859	14,263	142,421
Balance at 1 January 2023	56,152	3,399	66,748	1,859	14,263	142,421
Additions	-	-	-	-	5,014	5,014
Reclassifications	1,224	59	9,517	173	(10,973)	-
Disposals and retirements	(45)	-	(3,579)	-	(179)	(3,803)
Balance at 31 December 2023	57,331	3,458	72,686	2,032	8,125	143,632
Depreciation						
Balance at 1 January 2022	52,799	913	61,564	1,743	-	117,019
Depreciation for the year	624	410	4,403	99	-	5,536
Disposals and retirements	-	(124)	(499)	(26)	-	(649)
Balance at 31 December 2022	53,423	1,199	65,468	1,816	-	121,906
Balance at 1 January 2023	53,423	1,199	65,468	1,816	-	121,906
Depreciation for the year	663	439	4,317	74	-	5,493
Disposals and retirements	(45)	0	(3,551)	0	-	(3,596)
Balance at 31 December 2023	54,041	1,638	66,234	1,890	-	123,803
Net Book Value						
At 31 December 2022	2,729	2,200	1,280	43	14,263	20,515
At 31 December 2023	3,290	1,820	6,452	142	8,125	19,829

RTÉ leases several assets including various buildings. The average lease term is 5 years (2022: 5 years).

Notes forming part of the Group Financial Statements (continued)

9. Intangible Assets

Group	Software €'000	Software projects in progress €'000	Total €'000
Cost			
Balance at 1 January 2022	15,671	5,876	21,547
Additions	-	5	5
Reclassifications	1,098	(1,098)	-
Impairments	-	(281)	(281)
Disposals and retirements	(1)	(2,025)	(2,026)
Balance at 31 December 2022	16,768	2,477	19,245
Balance at 1 January 2023	16,768	2,477	19,245
Additions	-	3,326	3,326
Reclassifications	4,087	(4,087)	-
Impairments	-	(204)	(204)
Disposals and retirements	(2,130)	0	(2,130)
Balance at 31 December 2023	18,725	1,512	20,237
Amortisation and impairment losses			
Balance at 1 January 2022	13,579	-	13,579
Amortisation for the year	1,414	-	1,414
Disposals and retirements	-	-	-
Balance at 31 December 2022	14,993	-	14,993
Balance at 1 January 2023	14,993	-	14,993
Amortisation for the year	1,711	-	1,711
Disposals and retirements	(2,130)	-	(2,130)
Balance at 31 December 2023	14,574	-	14,574
Net Book Value			
At 31 December 2022	1,775	2,477	4,252
At 31 December 2023	4,151	1,512	5,663

9. Intangible Assets (continued)

RTÉ	Software €'000	Software projects in progress €'000	Total €'000
Cost			
Balance at 1 January 2022	14,954	5,875	20,829
Additions	-	2	2
Reclassifications	1,095	(1,095)	-
Impairments	-	(281)	(281)
Disposals and retirements	(1)	(2,025)	(2,026)
Balance at 31 December 2022	16,048	2,476	18,524
Balance at 1 January 2023	16,048	2,476	18,524
Additions	-	3,328	3,328
Reclassifications	4,087	(4,087)	-
Impairments	-	(204)	(204)
Disposals and retirements	(2,130)	-	(2,130)
Balance at 31 December 2023	18,005	1,513	19,518
Amortisation and impairment losses			
Balance at 1 January 2022	12,973	-	12,973
Amortisation for the year	1,389	-	1,389
Disposals and retirements	(1)	-	(1)
Balance at 31 December 2022	14,361	-	14,361
Balance at 1 January 2023	14,361	-	14,361
Amortisation for the year	1,686	-	1,686
Disposals and retirements	(2,129)	-	(2,129)
Balance at 31 December 2023	13,918	-	13,918
Net Book Value			
At 31 December 2022	1,686	2,476	4,162
At 31 December 2023	4,087	1,513	5,600

Notes forming part of the Group Financial Statements (continued)

10. Inventories

	Group		RTÉ	
	2023 €'000	2022 €'000	2023 €'000	2022 €'000
Work in progress				
In-house programmes	449	453	418	420
Commissioned programmes	17,153	16,262	17,153	16,262
Finished programmes				
Acquired programmes and films	7,883	8,784	7,883	8,784
In-house programmes	215	141	215	141
Other inventories	176	173	-	-
Assets held for Resale	138	138	138	138
	26,014	25,951	25,807	25,745

Inventories consumed during the year ended 31 December 2023 total €86.78 million (2022: €82.69 million).

Other inventories relate to printing paper held in respect of the **RTÉ Guide**.

11. Trade and Other Receivables, Prepayments and Accrued Income

	Group		RTÉ	
	2023 €'000	2022 €'000	2023 €'000	2022 €'000
Current Assets				
Trade receivables	39,622	46,652	33,085	41,878
Income tax	1,035	1,087	-	-
Other receivables	47	54	47	54
Prepayments	21,553	10,116	21,217	9,887
Accrued income	4,873	3,998	583	948
	67,130	61,907	54,932	52,767

The Group's exposure to credit and currency risks and impairment losses related to trade and other receivables are disclosed in note 21.

12. Liquid Investments

	Group		RTÉ	
	2023 €'000	2022 €'000	2023 €'000	2022 €'000
Liquid investments - term deposits	15,098	60,772	15,098	60,772
Weighted average interest rate on term deposits	3.78%	1.38%	3.78%	1.38%

The Group's exposure to interest rate risk, credit risk and a sensitivity analysis for financial assets and liabilities are disclosed in note 21.

13. Cash and Cash Equivalents

	Group		RTÉ	
	2023 €'000	2022 €'000	2023 €'000	2022 €'000
Current Assets				
Bank balances	31,791	43,290	17,256	29,816
Call deposits	31,752	10,000	31,752	10,000
Total cash and cash equivalents	63,543	53,290	49,008	39,816
Weighted average interest rate	1.48%	0.09%	1.82%	0.13%

Bank balances include €0.75 million (2022: €nil million) in respect of amounts held in the Independent Programmes account in accordance with Section 116 of the **Broadcasting Act 2009**.

The Group's exposure to interest rate risk and a sensitivity analysis for financial assets and liabilities are disclosed in note 21.

14. Interest-Bearing Loans and Borrowings

	Interest rate %	Maturity	Group		RTÉ	
			2023 €'000	2022 €'000	2023 €'000	2022 €'000
Revolving credit facility	Lender cost of funds plus margin	05-Dec-24	-	-	-	-
Amortising term loan facility	Lender cost of funds plus margin	05-Dec-24	7,000	8,125	7,000	8,125
Project loan and term loan facility	EURIBOR plus margin	31-Jan-26	52,500	55,000	-	-
			59,500	63,125	7,000	8,125
Analysed as follows:						
Non-Current			47,500	59,500	-	7,000
Current			12,000	3,625	7,000	1,125
			59,500	63,125	7,000	8,125

On 6 December 2019, RTÉ entered into a new facility agreement with Bank of Ireland (BOI) amounting to €20 million for working capital purposes. The agreement includes a €10 million revolving credit facility which was undrawn as at 31 December 2023 and a term loan facility of €7 million, which was fully drawn as at 31 December 2023.

On 1 February 2019, the Group entered into 2 project loan facilities. The first facility for €15m is repayable in 6 equal tranches of €2.5m every 6 months which commenced in September 2023. The second facility of €40m is fully repayable on its maturity date in 2026.

Notes forming part of the Group Financial Statements (continued)

14. Interest-Bearing Loans and Borrowings (continued)

Lender security – project loan facility

It was one of the conditions to the availability of the project loan facility that 2rn execute a security deed agreement and provide the lender security as follows:

- a) Lands of 13 main DTT transmission sites;
- b) All 2rn present and future fixtures and fittings on the DTT transmission sites;
- c) All 2rn rental income and occupational leases;
- d) Rights and benefits of 2rn insurance policies;
- e) The insurance proceeds account; and
- f) Deeds of Assignment creating security assignments in respect of certain commercial contracts and DTT Construction Contracts.

15. Trade and Other Payables

	Group		RTÉ	
	2023	2022	2023	2022
	€'000	€'000	€'000	€'000
Trade payables	8,075	5,033	6,967	4,403
Amounts owed to subsidiary entities	-	-	207,672	206,040
Accruals	73,127	78,758	68,276	71,565
Deferred income	23,819	23,113	19,873	18,234
	105,021	106,904	302,788	300,242
Analysed as follows:				
Non-current liabilities	21,748	15,170	21,748	15,170
Current liabilities	83,273	91,734	281,040	285,072
	105,021	106,904	302,788	300,242

The Group's exposure to currency risk related to trade and other payables is disclosed in note 21.

16. Taxation and Social Welfare

	Group		RTÉ	
	2023	2022	2023	2022
	€'000	€'000	€'000	€'000
VAT	5,096	6,451	4,480	5,743
Payroll	3,484	5,563	3,402	5,438
Income tax	-	66	-	58
	8,580	12,080	7,882	11,239

17. Employee Benefits

(a) Total employee benefits

	Group		RTÉ	
	2023	2022	2023	2022
	€'000	€'000	€'000	€'000
Restructuring costs (b)	6,631	7,392	6,621	7,374
Other payroll-related accruals (c)	14,073	15,402	13,909	15,085
Total employee benefits	20,704	22,794	20,530	22,459
Analysed as follows:				
Non-current liabilities	4,809	7,859	4,684	7,700
Current liabilities	15,895	14,935	15,846	14,759
	20,704	22,794	20,530	22,459

(b) Restructuring costs

	Group		RTÉ	
	2023	2022	2023	2022
	€'000	€'000	€'000	€'000
Balance at beginning of year	7,392	8,792	7,374	8,765
Released during the year	(268)	-	(268)	-
Utilised during the year	(522)	(1,440)	(514)	(1,431)
Interest charge (note 4)	29	40	29	40
Balance at end of year	6,631	7,392	6,621	7,374
Analysed as follows:				
Non-current	935	4,385	935	4,376
Current	5,696	3,007	5,686	2,998
Balance at end of year	6,631	7,392	6,621	7,374

The restructuring costs at 31 December 2023 represent the discounted value of future payments required in respect of the Group's remaining obligations, which will be paid until 2028, under the various restructuring schemes.

(c) Other employee-related accruals

Other employee-related accruals consist of employee benefits such as employee remuneration and holiday leave provided for in accordance with IAS 19 Employee benefits.

Notes forming part of the Group Financial Statements (continued)

18. Investments in Subsidiaries

RTÉ had the following subsidiaries at 31 December 2023:

RTÉ	Total €'000
Balance at 1 January 2023	65,827
Additions	-
Balance at 31 December 2023	65,827

RTÉ had the following subsidiaries at 31 December 2023:

Subsidiary companies	Share capital held	Class of business
RTÉ Commercial Enterprises DAC	100%	Publications, various commercial activities & other
RTÉ Music DAC	100%	Music publishing
RTÉ Transmission Network DAC (trading as 2rn)	100%	Management of transmission network assets
RTÉ Licence Collections Limited	100%	Dormant
DTT Network Company	100%	Dormant
Seirbhísí Theilifís na Gaeilge Teoranta	100%	Dormant

The Board has reviewed the carrying value of the Group's investments and is satisfied that there are no impairment indicators and the values are fairly stated. All subsidiaries operate in Ireland and have their registered offices at RTÉ, Donnybrook, Dublin 4. RTÉ Music DAC is a wholly owned subsidiary of RTÉ Commercial Enterprises DAC.

In December 2023, 2rn paid a €7.5 million dividend to RTÉ. This is recognised as income by RTÉ company.

RTÉ had the following joint venture at 31 December 2023:

Joint venture company	Share capital held	Class of business
Multiplex Broadcasting Services NI Limited	66.6%	Transmission of free-to-air digital television services in Northern Ireland and related multiplex services

The registered office of Multiplex Broadcasting Services NI Limited is at Murray House, Murray St, Belfast.

RTÉ Commercial Enterprises DAC had the following joint venture at 31 December 2023:

Joint venture company	Share capital held	Class of business
GAAGO Media DAC	50%	IPTV service broadcasting GAA matches internationally

18. Investments in Subsidiaries (continued)

The registered office of GAAGO Media DAC is at Croke Park Stadium, Jones' Road, Drumcondra, Dublin 3.

The above joint venture is accounted for using the equity method as set out in the accounting policies. The financial year end date of the joint venture is 31 December 2023. Summarised financial information is set out below.

	2023	2022
	€'000	€'000
Assets	3,581	3,000
Liabilities	(2,236)	(1,216)
Equity attributable to the owners of the company	1,345	1,784
Non controlling interest	673	892
Revenue	5,062	2,419
Profit for the year	761	518
Dividend received from Joint Venture in the year	600	550
Carrying amount of the Group's interest in the joint venture	673	892

Notes forming part of the Group Financial Statements (continued)

18. Investments in Subsidiaries (continued)

Classification of RTÉ Group activities by division and by legal entity as at 31 December 2023

	RTÉ	RTÉ Commercial Enterprises DAC	RTÉ Music DAC	RTÉ Transmission Network DAC
COMMERCIAL DIVISION				
Television advertising and sponsorship sales	•			
Radio advertising and sponsorship sales	•			
Sale of online banner advertising and sponsorship	•			
Hire of television production facilities to third parties		•		
Commercial telecoms revenue		•		
Programme merchandising sales		•		
Listing sales		•		
Provision of broadcast circuits and technical facilities to third parties		•		
Television programme sales		•		
Studio production of television advertisements for third parties		•		
Hire of radio production facilities to third parties		•		
Roadcaster mobile studio and promotional sales		•		
Studio production of radio advertisements		•		
Sale of music copyright			•	
Provision of international paid-for video-on-demand services		•		
Generation of revenue from Orchestra performances	•			
Production and publication of the RTÉ Guide magazine		•		
RTÉ Guide advertising sales		•		
Administration of Commercial Division	•			
AUDIENCE, CHANNELS AND MARKETING DIVISION				
Free-to-air broadcast of public-service television schedules and channels	•			
Free-to-air broadcast of public-service radio schedules and channels	•			
Promotion and marketing of services and channels	•			
Provision of a range of free-to-public, public-service web-based online services	•			
Operation of the RTÉ Player and rte.ie to domestic and international audiences	•			
Incubation and development of new media technologies	•			
Provision of additional opportunities to access RTÉ's public-service news content via RTÉ News Now Online	•			
Administration of Audience, Channels and Marketing Division	•			

18. Investments in Subsidiaries (continued)

	RTÉ	RTÉ Commercial Enterprises DAC	RTÉ Music DAC	RTÉ Transmission Network DAC
CONTENT DIVISION				
Commissioning and production of indigenous television and radio programmes	•			
Statutory commissioning of programme content from independent EU producers	•			
Acquisition of domestic/non-domestic television and radio programmes	•			
Statutory provision of non-news and current affairs programming to TG4	•			
Maintenance of television channel archives and news library	•			
Sale of library and archive material		•		
Maintenance of radio channel archives and library	•			
Orchestral performances	•			
Commission, production, performance and recording of orchestral music	•			
Administration of Content Division	•			
NEWS & CURRENT AFFAIRS DIVISION				
Provision of a national and international news-gathering service	•			
Production and coverage of television and radio news bulletins, events and programmes	•			
Commissioning and production of current affairs programmes	•			
Statutory provision of news and current affairs programming to TG4	•			
Provision of news and current affairs content to RTÉ's free-to-access public-service online services	•			
Administration of News & Current Affairs Division	•			
NETWORK DIVISION				
Provision of national analogue radio broadcast transmission services				•
Provision of multiplexing, transmission and distribution services to multiplex operators				•
Hire of ancillary mast and tower facilities				•
Administration of 2m				•
OPERATIONS & PRODUCTION SERVICES DIVISION				
Provision of television, radio and online production services to Content and News & Current Affairs	•			
Provision of television, radio and online production services to Audience, Channels and Marketing	•			
Provision of site and related infrastructural support services	•			
Administration of Operations Division	•			
OTHER DIVISIONS				
Technology & Transformation, Human Resources and Finance Divisions	•			
Corporate Division including Corporate Communications, Legal and provision of DTT Multiplexing services to broadcasters (Saorview)	•			
CORPORATE HQ				
Holding of investments in broadcasting-related activities	•			
Direction and overall operation of public-service broadcaster	•			

Notes forming part of the Group Financial Statements (continued)

19. Retirement Benefit Obligations (Group and RTÉ)

The Group is the principal sponsoring employer of:

- (a) the RTÉ Superannuation Scheme (a funded, contributory, final salary defined benefit pension scheme to which no new employees have been admitted since 1989);
- (b) the RTÉ “50/50” Risk-Sharing Pension Scheme (a funded, contributory pension scheme with a core defined benefit (DB) promise based on a capped salary level with a defined contribution (DC) arrangement for earnings above the cap); and
- (c) the RTÉ Defined Contribution Pension Scheme (a funded, contributory DC scheme) and also makes contributions to a number of other smaller defined contribution pension schemes on behalf of employees.

The schemes above are established as separate trust funds, each managed by a board of trustees who have responsibility for overseeing the scheme’s operations, including the investment of the scheme’s assets.

(i) Pension charge

The employer pension charge in respect of each year for the various schemes was:

	2023	2022
	€'000	€'000
RTÉ Superannuation Scheme		
- current service cost	(239)	(942)
RTÉ “50/50” Risk-Sharing Pension Scheme (DB section)		
- current service cost	(1,240)	(2,899)
	(1,479)	(3,841)
RTÉ “50/50” Risk-Sharing Pension Scheme (DC section)	(657)	(596)
RTÉ Defined Contribution Pension Scheme	(10,895)	(10,209)
Other schemes	(30)	(28)

(ii) Defined benefit arrangements

RTÉ Superannuation Scheme:

As is required by the **Pensions Act, 1990**, independent actuarial valuation reports based on actuarially determined long-term funding assumptions are regularly carried out in respect of the RTÉ Superannuation Scheme. The most recent actuarial funding valuation report is dated 1 January 2024. This actuarial funding valuation uses the “attained age” method of valuation to derive the future service cost and has reported a surplus calculated on a total-service funding position. This compares total liabilities (past and future service) with the value of assets plus the value of future employee and employer contributions at standard rates. The actuarial funding valuation report is not available for public inspection; however the results of valuations are advised to members.

The actuaries also carried out a valuation in accordance with the minimum funding standard (MFS) as at 1 January 2024 and have reported a surplus. An Actuarial Funding Certificate has been submitted on this basis. The scheme also met the funding standard reserve at 1 January 2024 and a certificate confirming this outcome has been submitted to the Pension Authority.

As required by the accounting standard IAS 19, the actuaries, Mercer, also prepare a report setting out the position of the RTÉ Superannuation Scheme using the accounting valuation methodology specified in IAS 19. The IAS 19 approach to defined benefit fund accounting valuation and reporting uses the projected unit credit method to derive annual future pension charges, values assets at current fair market value and discounts future liabilities (using high grade corporate bond rates of approximate duration to the estimated life of the liabilities of the scheme) to arrive at a net present value of the liabilities of the scheme. The difference between the asset and liability valuations at 31 December 2023 amounts to an asset of €180.0 million.

The Group expects to pay €0.3 million in contributions to the RTÉ Superannuation Scheme in 2024.

19. Retirement Benefit Obligations (Group and RTÉ) (continued)

RTÉ “50/50” Risk-Sharing Pension Scheme:

The most recent actuarial funding valuation in respect of the RTÉ “50/50” Risk-Sharing Pension Scheme was carried out as at 1 January 2024. This actuarial funding valuation, which uses the “attained age” method of valuation to derive the future service cost, reported the scheme to have a surplus. The actuarial funding valuation report is not available for public inspection; however the results of valuations are advised to members.

The employer contribution rate to the defined benefit section of the RTÉ “50/50” Risk-Sharing Pension Scheme for the year ended 31 December 2023 was 8.75% of employee members’ remuneration (defined as pensionable salary and allowances up to the cap, currently €50,182 p.a.). The actuaries have also carried out a valuation in accordance with the MFS provisions of the **Pensions Act, 1990** and have reported a surplus.

As for the RTÉ Superannuation Scheme, Mercer prepares a report setting out the position of the RTÉ “50/50” Risk-Sharing Pension Scheme using the accounting valuation methodology specified in IAS 19. For this scheme, the difference between the asset and liability valuation at 31 December 2023 amounts to an asset of €8.7 million.

The Group expects to pay €1.7 million in contributions to the RTÉ “50/50” Risk-Sharing Pension Scheme (DB section) in 2024.

Both schemes carry the normal investment and funding risks associated with defined benefit schemes, and short-term volatility in their financial position can be expected. The regulatory risk is, however, limited, as there is no statutory requirement in Ireland for employers to maintain defined benefit plans in existence or to meet any funding shortfalls should they wind up in deficit.

(iii) Net defined benefit asset

At 31 December 2023, the net defined benefit asset in relation to the two defined benefit arrangements is as follows:

Group and RTÉ	2023 €’000	2022 €’000
Net pension asset in RTÉ Superannuation Scheme	179,985	171,637
Net pension asset in RTÉ “50/50” Risk-Sharing Pension Scheme	8,667	8,953
	188,652	180,590

Notes forming part of the Group Financial Statements (continued)

19. Retirement Benefit Obligations (Group and RTÉ) (continued)

Movement in net defined benefit asset/(liability)

RTÉ Superannuation Scheme

	Defined benefit obligation		Fair value of plan assets		Net defined benefit asset/ (liability)	
	2023 €'000	2022 €'000	2023 €'000	2022 €'000	2023 €'000	2022 €'000
Balance at 1 January	(859,002)	(1,047,186)	1,030,639	1,193,941	171,637	146,755
Included in Income Statement						
Current service cost	(239)	(942)	-	-	(239)	(942)
Interest (cost)/income	(34,173)	(11,254)	41,224	12,871	7,051	1,617
	(34,412)	(12,196)	41,224	12,871	6,812	675
Included in OCI						
Remeasurements gain/(loss)						
Actuarial gain/(loss) arising from:						
Financial assumptions	(56,419)	157,018	-	-	(56,419)	157,018
Demographic assumptions	15,540	-	-	-	15,540	-
Experience	(375)	(3,754)	-	-	(375)	(3,754)
Return on plan assets excluding interest income	-	-	42,500	(129,535)	42,500	(129,535)
	(41,254)	153,264	42,500	(129,535)	1,246	23,729
Other						
Employer contributions	-	-	290	478	290	478
Employee contributions	(254)	(317)	254	317	-	-
Benefits paid	44,706	47,433	(44,706)	(47,433)	-	-
	44,452	47,116	(44,162)	(46,638)	290	478
Balance at 31 December	(890,216)	(859,002)	1,070,201	1,030,639	179,985	171,637

19. Retirement Benefit Obligations (Group and RTÉ) (continued)

RTÉ “50/50” Risk-Sharing Pension Scheme

	Defined benefit obligation		Fair value of plan assets		Net defined benefit asset/ (liability)	
	2023 €'000	2022 €'000	2023 €'000	2022 €'000	2023 €'000	2022 €'000
Balance at 1 January	(19,667)	(31,860)	28,620	32,819	8,953	959
Included in Income Statement						
Current service cost	(1,240)	(2,899)	-	-	(1,240)	(2,899)
Interest (cost)/income	(825)	(541)	1,251	577	426	36
	(2,065)	(3,440)	1,251	577	(814)	(2,863)
Included in OCI						
Remeasurements gain/(loss)						
Actuarial gain/(loss) arising from:						
Financial assumptions	(3,624)	14,601	-	-	(3,624)	14,601
Demographic assumptions	29	-	-	-	29	-
Experience	(62)	1,622	-	-	(62)	1,622
Return on plan assets excluding interest income	-	-	2,484	(6,952)	2,484	(6,952)
	(3,657)	16,223	2,484	(6,952)	(1,173)	9,271
Other						
Employer contributions	-	-	1,701	1,586	1,701	1,586
Employee contributions	(929)	(869)	929	869	-	-
Benefits paid	159	143	(159)	(143)	-	-
Insurance premium	148	136	(148)	(136)	-	-
	(622)	(590)	2,323	2,176	1,701	1,586
Balance at 31 December	(26,011)	(19,667)	34,678	28,620	8,667	8,953

Notes forming part of the Group Financial Statements (continued)

19. Retirement Benefit Obligations (Group and RTÉ) (continued)

(iv) Scheme assets

The fair value of the assets at 31 December was:

	RTÉ Superannuation Scheme		RTÉ "50/50" Risk-Sharing Pension Scheme	
	2023 Fair value €'000	2022 Fair value €'000	2023 Fair value €'000	2022 Fair value €'000
Debt instruments:				
Government bonds	637,611	422,419	-	-
Corporate bonds	-	55,418	-	-
Total debt instruments	637,611	477,837	-	-
Derivatives	-	62	-	-
Investment funds:				
Equity	197,737	307,657	12,413	12,556
Bonds	-	-	20,146	14,123
Cash	59,813	12,662	-	-
Property	39,821	47,256	849	795
Hedge funds	3,543	71,460	-	-
Private equity	111,134	106,411	-	-
Total investment funds	412,048	545,446	33,408	27,474
Cash and cash equivalents:				
Cash	20,172	5,655	172	188
Other investment balances	370	1,639	1,098	958
Total cash and cash equivalents	20,542	7,294	1,270	1,146
Total fair value of assets	1,070,201	1,030,639	34,678	28,620

Equities are held as funds with underlying assets quoted in an active market. Debt instruments are held on a segregated basis (RTÉ Superannuation Scheme).

19. Retirement Benefit Obligations (Group and RTÉ) (continued)

(v) Defined benefit obligation

(i) Actuarial assumptions

Below are the major assumptions used for the purposes of the IAS 19 based accounting valuation of the pension schemes.

	RTÉ Superannuation Scheme		RTÉ "50/50" Risk-Sharing Pension Scheme	
	2023	2022	2023	2022
Average projected rate of increase in salaries:				
Over the next two years	2.50%	2.50%	2.50%	2.50%
Over the following two years	2.50%	2.50%	2.50%	2.50%
Thereafter	2.50%	2.50%	2.50%	2.50%
Average projected rate of increase in pensions:				
Over the next two years	4.00%	4.00%	2.50%	2.50%
Thereafter	4.00%	4.00%	2.50%	2.50%
Discount rate	3.50%	4.10%	3.60%	4.20%
Inflation assumption	2.50%	2.50%	2.50%	2.50%
Mortality	Years	Years	Years	Years
Life expectancy future retirees				
Male of age 65 (born 1968)	24.2	24.5	24.2	24.5
Female of age 65 (born 1968)	26.2	26.5	26.2	26.5
Life expectancy existing pensioners				
Male of age 65 (Born 1958)	23.5	23.7	23.5	23.7
Female of age 65 (Born 1958)	25.3	25.6	25.3	25.6

At 31 December 2023, the weighted average duration of the defined benefit obligations were:

RTÉ Superannuation Scheme: 11.7 years

RTÉ "50/50" Risk-Sharing Pension Scheme: 26.9 years

Notes forming part of the Group Financial Statements (continued)

19. Retirement Benefit Obligations (Group and RTÉ) (continued)

(ii) Sensitivity analysis

Consideration has been given to the impact on the defined benefit obligation of changes in the key underlying actuarial assumptions. The impact shown is as at the reporting date and in each case it is assumed that all other assumptions remain unchanged.

	RTÉ Superannuation Scheme		RTÉ "50/50" Risk-Sharing Pension Scheme	
	Assumption	Benefit obligation €000s	Assumption	Benefit obligation €000s
Discount rate				
Current rate	3.50%	890,216	3.60%	26,011
-0.25%	3.25%	915,798	3.35%	27,824
+0.25%	3.75%	866,316	3.85%	24,377
Salary & pension increases				
Current assumption (long term)	4.00%	890,216	2.50%	26,011
0.25% lower increases	3.75%	865,189	2.25%	24,380
0.25% higher increases	4.25%	916,280	2.75%	27,774
Mortality				
Current assumption (offset from standard table)	-1 year	890,216	-1 year	26,011
No offset	0 years	849,057	0 years	25,379
Two years offset	-2 years	932,240	-2 years	26,638

20. Deferred Tax

Group

Recognised deferred tax assets and liabilities

	Assets Gross		(Liabilities) Gross	
	2023 €000s	2022 €000s	2023 €000s	2022 €000s
Property, plant and equipment	-	-	(834)	(1,125)
Pension asset	-	-	(23,582)	(22,574)
Tax losses	23,582	22,574	-	-
Gross Tax Assets/(Liabilities)	23,582	22,574	(24,416)	(23,699)

20. Deferred Tax (continued)

Net deferred tax liability 2023

	Opening balance net	Recognised in income	Recognised in other comprehensive income	Closing balance net
	€000s	€000s	€000s	€000s
Property, plant and equipment	(1,125)	291	-	(834)
Pension asset	(22,574)	-	(1,008)	(23,582)
Tax losses	22,574	1,008	-	23,582
Net Tax (Liabilities)/Assets	(1,125)	1,299	(1,008)	(834)

Group

Net deferred tax liability 2022

	Opening balance net	Recognised in income	Recognised in other comprehensive income	Closing balance net
	€000s	€000s	€000s	€000s
Property, plant and equipment	(1,598)	473	-	(1,125)
Pension asset	(18,464)	-	(4,110)	(22,574)
Tax losses	18,464	-	4,110	22,574
Net Tax (Liabilities)/Assets	(1,598)	473	-	(1,125)

RTÉ

Recognised deferred tax assets and liabilities

	Assets Gross		(Liabilities) Gross	
	2023	2022	2023	2022
	€000s	€000s	€000s	€000s
Property, plant and equipment	1,424	1,342	-	-
Pension asset	-	-	(23,582)	(22,574)
Tax losses	23,582	22,574	-	-
Gross Tax Assets/(Liabilities)	25,006	23,916	(23,582)	(22,574)

Notes forming part of the Group Financial Statements (continued)

20. Deferred Tax (continued)

Net deferred tax asset 2023

	Opening balance net	Recognised in income	Recognised in other comprehensive income	Closing balance net
	€000s	€000s	€000s	€000s
Property, plant and equipment	1,342	82	-	1,424
Pension asset	(22,574)	-	(1,008)	(23,582)
Tax losses	22,574	1,008	-	23,582
Net Tax Assets	1,342	1,090	(1,008)	1,424

RTÉ

Net deferred tax asset 2022

	Opening balance net	Recognised in income	Recognised in other comprehensive income	Closing balance net
	€000s	€000s	€000s	€000s
Property, plant and equipment	1,175	167	-	1,342
Pension asset	(18,464)	-	(4,110)	(22,574)
Tax losses	18,464	-	4,110	22,574
Net Tax Assets	1,175	167	-	1,342

20. Deferred Tax (continued)

Unrecognised deferred tax assets (Group and RTÉ)

Television licence fee income that RTÉ receives by way of “grant-in-aid” is subject to corporation tax with effect from 1 January 2007. The Group has trading losses forward for tax purposes of €663 million at 31 December 2023 (2022: €651 million). Due to the uncertainty surrounding when the losses may ultimately be utilised, a deferred tax asset of €23.6 million (2022: €22.6 million) only has been recognised.

21. Financial Instruments and Financial Risk Management (Group and RTÉ)

(a) Overview of financial risk management

(i) Risk environment

The Group has exposure to the financial risks relating to credit, liquidity, foreign exchange, interest rate and operational risk.

The Board of RTÉ has overall responsibility for the establishment and oversight of the Group’s risk-management framework and has approved policies for the main areas of financial risk faced by the Group. Group Treasury is responsible for managing all treasury activities, in accordance with the treasury policies, including cash management, interest rate risk, liquidity risk, foreign exchange risk and counterparty credit risk.

The majority of RTÉ’s business is transacted in Ireland. Consequently, operating and investing cash flows are substantially denominated in euro. Foreign currency exposures arise primarily from payments for acquired programmes in US dollar and sterling. RTÉ’s policy is to have the majority of its committed principal foreign currency exposures commercially hedged at the beginning of each financial year by entering into US dollar and sterling forward contracts. All foreign currency forward contracts have a maturity date of less than 15 months from the 31 December 2023. These foreign currency forward contracts are not specifically designated into hedge relationships from an accounting perspective, but are nevertheless valid economic hedges.

Financial instruments are derecognised on settlement or sale.

Notes forming part of the Group Financial Statements (continued)

21. Financial Instruments and Financial Risk Management (Group and RTÉ) (continued)

(ii) Financial instruments classification

All financial assets and liabilities, excluding provisions and employee-related liabilities, are financial instruments carried at amortised cost, with the exception of the derivative assets/(liabilities), which are categorised as follows:

GROUP	Derivative financial instruments at fair value through Income Statement		Assets/(liabilities) held at amortised cost		Total	
	2023 €'000	2022 €'000	2023 €'000	2022 €'000	2023 €'000	2022 €'000
Non-Current Financial Assets						
Financial assets	-	-	673	892	673	892
Derivative financial instruments	-	-	-	-	-	-
Total Non-Current Financial Assets	-	-	673	892	673	892
Current Financial Assets						
Trade and other receivables	-	-	39,669	46,706	39,669	46,706
Liquid investments	-	-	15,098	60,772	15,098	60,772
Cash and cash equivalents	-	-	63,543	53,290	63,543	53,290
Derivative financial instruments	17	32	-	-	17	32
Total Current Financial Assets	17	32	118,310	160,768	118,327	160,800
Total Financial Assets	17	32	118,983	161,660	119,000	161,692
Non-Current Financial Liabilities						
Interest-bearing loans and borrowings	-	-	(47,500)	(59,500)	(47,500)	(59,500)
Employee benefits	-	-	(4,809)	(7,859)	(4,809)	(7,859)
Capital grants	-	-	(3,250)	(3,632)	(3,250)	(3,632)
Lease Liability	-	-	(3,427)	(2,801)	(3,427)	(2,801)
Trade and other payables	-	-	(21,748)	(15,170)	(21,748)	(15,170)
Derivative financial instruments	-	(6)	-	-	-	(6)
Total Non-Current Financial Liabilities	-	(6)	(80,734)	(88,962)	(80,734)	(88,968)
Current Financial Liabilities						
Trade and other payables	-	-	(83,273)	(91,734)	(83,273)	(91,734)
Interest-bearing loans and borrowings	-	-	(12,000)	(3,625)	(12,000)	(3,625)
Employee benefits	-	-	(15,895)	(14,935)	(15,895)	(14,935)
Capital grants	-	-	(382)	(382)	(382)	(382)
Lease Liability	-	-	(554)	(548)	(554)	(548)
Derivative financial instruments	(29)	(100)	-	-	(29)	(100)
Total Current Financial Liabilities	(29)	(100)	(112,104)	(111,224)	(112,133)	(111,324)
Total Financial Liabilities	(29)	(106)	(192,838)	(200,186)	(192,867)	(200,292)

21. Financial Instruments and Financial Risk Management (Group and RTÉ) (continued)

RTÉ	Derivative financial instruments at fair value through Income Statement		Assets/(liabilities) held at amortised cost		Total	
	2023	2022	2023	2022	2023	2022
	€'000	€'000	€'000	€'000	€'000	€'000
Non-Current Financial Assets						
Derivative financial instruments	-	-	-	-	-	-
Total Non-Current Financial Assets	-	-	-	-	-	-
Current Financial Assets						
Trade and other receivables	-	-	33,132	41,932	33,132	41,932
Liquid investments	-	-	15,098	60,772	15,098	60,772
Cash and cash equivalents	-	-	49,008	39,816	49,008	39,816
Derivative financial instruments	17	32	-	-	17	32
Total Current Financial Assets	17	32	97,238	142,520	97,255	142,552
Total Financial Assets	17	32	97,238	142,520	97,255	142,552
Non-Current Financial Liabilities						
Interest-bearing loans and borrowings	-	-	-	(7,000)	-	(7,000)
Employee benefits	-	-	(4,684)	(7,700)	(4,684)	(7,700)
Lease Liability	-	-	(1,603)	(1,870)	(1,603)	(1,870)
Trade and other payables	-	-	(21,748)	(15,170)	(21,748)	(15,170)
Derivative financial instruments	-	(6)	-	-	-	(6)
Total Non-Current Financial Liabilities	-	(6)	(28,035)	(31,740)	(28,035)	(31,746)
Current Financial Liabilities						
Trade and other payables	-	-	(281,040)	(285,072)	(281,040)	(285,072)
Interest-bearing loans and borrowings	-	-	(7,000)	(1,125)	(7,000)	(1,125)
Employee benefits	-	-	(15,846)	(14,759)	(15,846)	(14,759)
Lease Liability	-	-	(297)	(393)	(297)	(393)
Derivative financial instruments	(29)	(100)	-	-	(29)	(100)
Total Current Financial Liabilities	(29)	(100)	(304,183)	(301,349)	(304,212)	(301,449)
Total Financial Liabilities	(29)	(106)	(332,218)	(333,089)	(332,247)	(333,195)

The foreign exchange forward contracts are financial instruments measured at fair value through the surplus or deficit.

Notes forming part of the Group Financial Statements (continued)

21. Financial Instruments and Financial Risk Management (Group and RTÉ) (continued)

(b) Credit risk

Overview

Credit risk is the risk of financial loss to the Group if a customer or counterparty to a financial instrument fails to meet its contractual obligations.

The carrying amount of financial assets represents the maximum credit exposure. The maximum exposure to credit risk at the reporting date was:

	Notes	Group carrying amount		RTÉ carrying amount	
		2023	2022	2023	2022
		€000s	€000s	€000s	€000s
Trade receivables	11	39,622	46,652	33,085	41,878
Liquid investments	12	15,098	60,772	15,098	60,772
Cash and cash equivalents	13	63,543	53,290	49,008	39,816
Derivative financial instruments		17	32	17	32
		118,280	160,746	97,208	142,498

The Group has detailed procedures for monitoring and managing the credit risk related to its financial assets as outlined below.

Treasury-related credit risk

The Group is exposed to credit risk from the counterparties with whom it holds its bank accounts and transacts with in the financial markets. Liquid investments, cash and cash equivalents, and derivative financial instruments are all held by financial counterparties which have a minimum credit rating of BBB under the Standard & Poor's rating.

Liquid investments and cash and cash equivalents are primarily funds invested with Irish financial institutions with limits on amounts held with individual banks or institutions at any one time. Derivative financial instruments are held with Irish and UK financial institutions and the Group has not experienced any losses due to failure of such counterparties to deliver on their obligations.

Customer credit risk

The Group has credit insurance and sets credit limits for all customers. Given the nature of the advertising and other markets within which RTÉ operates, RTÉ had significant exposures to individual advertising agencies and other customers throughout the year. RTÉ's policy is to assign limits to the aggregate amount of exposure to each individual customer. These exposures and the related limits are subject to ongoing review and monitoring.

The maximum exposure to credit risk for trade receivables at the reporting date by geographic region was:

	Group carrying amount		RTÉ carrying amount	
	2023	2022	2023	2022
	€000s	€000s	€000s	€000s
Ireland	37,163	44,556	31,517	40,175
United Kingdom	2,414	2,043	1,536	1,721
Other regions	45	53	32	(18)
Trade Receivables	39,622	46,652	33,085	41,878

21. Financial Instruments and Financial Risk Management (Group and RTÉ) (continued)

The maximum exposure to credit risk for trade receivables at the reporting date by type of customer was:

	Group carrying amount		RTÉ carrying amount	
	2023 €000s	2022 €000s	2023 €000s	2022 €000s
Non-agency debtors	8,012	10,432	3,623	6,340
Other debtors – agency	31,610	36,220	29,462	35,538
Trade Receivables	39,622	46,652	33,085	41,878

An agency debtor represents an advertising agent or agency, being a person, firm or company, which selects or books advertising space on behalf of the advertiser.

The Group's most significant debtor, an Irish company, accounts for €4.9 million (12%) of the trade receivables carrying amount at 31 December 2023 (2022: €4.3 million).

The ageing of trade receivables at the reporting date was:

	Group			RTÉ		
	Gross 2023 €'000	Impairment 2023 €'000	Net 2023 €'000	Gross 2023 €'000	Impairment 2023 €'000	Net 2023 €'000
Not past due	17,374	-	17,374	14,963	-	14,963
Past due 0–30 days	18,733	(408)	18,325	15,593	(198)	15,395
Past due 31–120 days	3,893	(393)	3,500	2,692	(305)	2,387
Greater than 120 days	1,084	(661)	423	644	(304)	340
	41,084	(1,462)	39,622	33,892	(807)	33,085

	Group			RTÉ		
	Gross 2022 €'000	Impairment 2022 €'000	Net 2022 €'000	Gross 2022 €'000	Impairment 2022 €'000	Net 2022 €'000
Not past due	20,656	-	20,656	19,290	-	19,290
Past due 0–30 days	23,150	(503)	22,647	19,848	(249)	19,599
Past due 31–120 days	3,372	(535)	2,837	2,798	(329)	2,469
Greater than 120 days	936	(424)	512	749	(229)	520
	48,114	(1,462)	46,652	42,685	(807)	41,878

Notes forming part of the Group Financial Statements (continued)

21. Financial Instruments and Financial Risk Management (Group and RTÉ) (continued)

The movement in the allowance for impairment in respect of trade receivables during the year was:

	Group		RTÉ	
	2023 €000s	2022 €000s	2023 €000s	2022 €000s
Balance at 1 January	1,462	1,258	807	803
(Released)/provided during the year	-	204	-	4
Bad debts written off in the year	-	-	-	-
Balance at 31 December	1,462	1,462	807	807

No credit exposure is perceived in relation to prepayments.

(c) Liquidity risk

Liquidity risk is the risk that the Group will not be able to meet its financial obligations as they fall due. RTÉ's approach to managing liquidity is to ensure, as far as possible, that it will always have sufficient liquidity to meet its financial liabilities when due, under both normal and stressed conditions, without incurring unacceptable losses or risking damage to the Group's reputation.

The following tables set out the contractual maturities of financial liabilities, including interest payments associated with borrowings and the undiscounted net cash flows attributable to derivative financial instruments.

The following are the contractual maturities of financial liabilities:

31-Dec-23 Group	Carrying amount €'000	Contractual cash flows €'000	Within 1 year €'000	1-2 years €'000	2-5 years €'000	More than 5 years €'000
Interest-bearing loans and borrowings	59,500	66,800	11,535	7,562	47,703	-
Derivative financial instruments	29	29	29	-	-	-
Trade and other payables	105,021	105,021	83,273	21,748	-	-
Employee benefits	20,704	20,744	15,895	661	170	4,018
	185,254	192,594	110,732	29,971	47,873	4,018

31-Dec-22 Group	Carrying amount €'000	Contractual cash flows €'000	Within 1 year €'000	1-2 years €'000	2-5 years €'000	More than 5 years €'000
Interest-bearing loans and borrowings	63,125	68,030	5,474	13,660	48,896	-
Derivative financial instruments	106	106	100	6	-	-
Trade and other payables	106,904	106,904	91,734	15,170	-	-
Employee benefits	22,794	22,847	14,935	2,662	1,540	3,710
	192,929	197,887	112,243	31,498	50,436	3,710

21. Financial Instruments and Financial Risk Management (Group and RTÉ) (continued)

The following are the contractual maturities of financial liabilities:

31-Dec-23 RTÉ	Carrying amount €'000	Contractual cash flows €'000	Within 1 year €'000	1-2 years €'000	2-5 years €'000	More than 5 years €'000
Interest-bearing loans and borrowings	7,000	7,324	7,324	-	-	-
Derivative financial instruments	29	29	29	-	-	-
Trade and other payables	302,788	302,788	281,040	21,748	-	-
Employee benefits	20,530	20,566	15,846	657	170	3,893
	330,347	330,707	304,239	22,405	170	3,893

31-Dec-22 RTÉ	Carrying amount €'000	Contractual cash flows €'000	Within 1 year €'000	1-2 years €'000	2-5 years €'000	More than 5 years €'000
Interest-bearing loans and borrowings	8,125	8,621	1,399	7,222	-	-
Derivative financial instruments	106	106	100	6	-	-
Trade and other payables	300,242	300,242	285,072	15,170	-	-
Employee benefits	22,459	22,509	14,759	2,653	1,536	3,561
	330,932	331,478	301,330	25,051	1,536	3,561

As disclosed in note 14, the Group has a term loan and revolving credit facility with Bank of Ireland and a project loan and term loan club facility with Barclays Bank PLC and Bank of Ireland. Both of these facilities have loan covenants which, if breached in the future, may require the Group, or company, to repay the loans earlier than indicated in the above tables. The interest payments in the tables above reflect market forward interest rates at the reporting date and these amounts may change as market interest rates change. Except for the interest-bearing loans and borrowings, it is not expected that the cash flows included in the maturity analysis above could occur significantly earlier or at significantly different amounts.

At 31 December 2023, RTÉ had an undrawn overdraft facility of €10 million in place and an undrawn term loan of €5 million and an undrawn revolving credit facility of €10 million.

(d) Currency risk

The functional currency of all Group entities is euro. Due to the nature of certain aspects of its business, in particular acquired television programmes and rights from overseas, RTÉ is exposed to the effects of fluctuations in foreign currency exchange rates. The currencies that give rise to this risk are US dollar and sterling.

The Group and RTÉ primarily use foreign currency forward contracts to economically hedge its currency risk. Changes in the fair value of foreign currency forward contracts are recognised in the Income Statement. At 31 December 2023, the fair value of the associated derivative asset was €17,000 (2022: €32,000) and derivative liability was €29,000 (2022: €106,000).

The Group and RTÉ hedge a minimum of 60% of its budgeted foreign currency exposure in respect of acquired television programmes and rights from overseas.

The Group and Company did not have any material foreign currency denominated monetary assets at 31 December 2023 or 2022.

RTÉ had no financial liabilities denominated in foreign currencies except for those outlined in the following tables.

Notes forming part of the Group Financial Statements (continued)

21. Financial Instruments and Financial Risk Management (Group and RTÉ) (continued)

Breakdown of trade payables by currency

	2023 €'000	2022 €'000
Group		
Euro	7,800	4,614
GBP	238	251
USD	16	19
Other	21	149
	8,075	5,033

Breakdown of trade payables by currency

	2023 €'000	2022 €'000
RTÉ		
Euro	6,741	3,999
GBP	189	236
USD	16	19
Other	21	149
	6,967	4,403

The following significant exchange rates applied during the year:

	Average rate		Reporting date spot rate	
	2023	2022	2023	2022
EUR €1 = USD \$	1.0813	1.0530	1.1050	1.0666
EUR €1 = GBP £	0.8698	0.8528	0.8691	0.8869

In managing currency risks, the Group aims to reduce the impact of short-term fluctuations on the Group's earnings. Foreign currency forward purchase contracts are used by the Group to reduce volatility arising from these foreign currency exposures. As a result, the Group mitigates significant risk of movements in foreign exchange rates.

Group

A plus or minus change of 10% in relevant foreign currency exchange rates, based on outstanding foreign currency-denominated financial liabilities at 31 December 2023, would impact the Group's Income Statement positively or negatively by up to €30,591 (31 December 2022: €40,117).

RTÉ

A plus or minus change of 10% in relevant foreign currency exchange rates, based on outstanding foreign currency-denominated financial liabilities at 31 December 2023, would impact RTÉ's Income Statement positively or negatively by up to €25,112 (31 December 2022: €38,332).

(e) Interest rate risk

At 31 December 2023, the Group had total borrowings of €59.5 million (2022: €63.1 million).

21. Financial Instruments and Financial Risk Management (Group and RTÉ) (continued)

On 6 December 2019, RTÉ entered into a new facility agreement with Bank of Ireland (BOI) amounting to €20 million for working capital purposes. The agreement includes a €10 million revolving credit facility which was undrawn as at 31 December 2023 and a term loan facility of €7 million which was fully drawn as at 31 December 2023.

On 1 February 2019, the Group entered into a project loan facility agreement, through its subsidiary 2rn, with Barclays Bank Ireland PLC and Bank of Ireland amounting to €60 million in aggregate, of which €52.5 million was drawn at 31 December 2023.

A 1% movement in the interest rate would have a positive or negative effect of €0.8 million on the Income Statement.

At the reporting date, the interest rate profile of RTÉ's interest-bearing financial assets was:

Group	Carrying amount	
	2023 €'000	2022 €'000
Fixed Rate Instruments		
Financial assets	46,850	70,772
Variable Rate Instruments		
Financial assets	31,791	43,290
RTÉ	Carrying amount	
	2023 €'000	2022 €'000
Fixed Rate Instruments		
Financial assets	46,850	70,772
Variable Rate Instruments		
Financial assets	17,256	29,816

A 1% movement in the interest rate on RTÉ's interest-bearing financial assets would have a positive or negative effect on the Income Statement of €0.6 million (net of tax).

(f) Fair values

The following table shows the fair values of financial assets and financial liabilities, including their levels in the fair value hierarchy. It does not include fair value information for financial assets and financial liabilities not measured at fair value if the carrying amount is a reasonable approximation of fair value.

Notes forming part of the Group Financial Statements (continued)

21. Financial Instruments and Financial Risk Management (Group and RTÉ) (continued)

Group ¹	Carrying amount 2023 €'million	Fair value level 2 2023 €'million	Carrying amount 2022 €'million	Fair value level 2 2022 €'million
Financial assets measured at fair value				
Forward exchange contracts	-	-	-	-
Financial liabilities measured at fair value				
Forward exchange contracts	-	-	0.1	0.1
Financial liabilities not measured at fair value				
Interest-bearing loans and borrowings	59.5	59.5	63.1	63.1
RTÉ¹				
	Carrying amount 2023 €'million	Fair value level 2 2023 €'million	Carrying amount 2022 €'million	Fair value level 2 2022 €'million
Financial assets measured at fair value				
Forward exchange contracts	-	-	-	-
Financial liabilities measured at fair value				
Forward exchange contracts	-	-	0.1	0.1
Financial liabilities not measured at fair value				
Interest-bearing loans and borrowings	7.0	7.0	8.1	8.1

1 The Group and RTÉ have not disclosed the fair values for financial instruments such as trade receivables, payables and employee benefits as their carrying amounts disclosed are a reasonable approximation of fair values.

The fair value of derivative financial instruments was based on the fair value hierarchy. The fair value for foreign exchange forward contracts and the interest rate swap were calculated using the following valuation method:

Level 2: inputs, other than unadjusted quoted prices in active markets for identical assets and liabilities, that are observable for the asset or liability, either directly (i.e. as prices) or indirectly (i.e. derived from prices).

The Level 2 valuation method and instruments valued using the method has not changed during this or the previous reporting period. There has been no transfer between levels in the fair value hierarchy.

The following tables show the valuation techniques used in measuring Level 2 fair values, as well as the significant unobservable inputs used.

21. Financial Instruments and Financial Risk Management (Group and RTÉ) (continued)

Financial instruments measured at fair value

Type	Valuation technique	Significant unobservable inputs	Inter-relationship between significant unobservable inputs and fair value measurement
Derivative financial instruments	Market comparison technique: the fair values are based on quotes for similar contracts traded in an active market.	Not applicable	Not applicable

Financial instruments not measured at fair value

Type	Valuation technique	Significant unobservable inputs
Interest-bearing loans and borrowings	Discounted cash flows based on borrower quoted interest rates	Not applicable

(g) Derivative financial instruments

The contractual cash flows associated with the derivative financial instruments are outlined below:

31-Dec-23	Carrying amount €'000	Contractual cash flows €'000	Within 1 year €'000	1-2 years €'000	2-5 years €'000
Group					
Net derivative liabilities					
Foreign exchange forward contracts (outflows)	(12)	(12)	(12)	-	-
31-Dec-23	Carrying amount €'000	Contractual cash flows €'000	Within 1 year €'000	1-2 years €'000	2-5 years €'000
RTÉ					
Net derivative liabilities					
Foreign exchange forward contracts (outflows)	(12)	(12)	(12)	-	-

Notes forming part of the Group Financial Statements (continued)

21. Financial Instruments and Financial Risk Management (Group and RTÉ) (continued)

31-Dec-22	Carrying amount €'000	Contractual cash flows €'000	Within 1 year €'000	1-2 years €'000	2-5 years €'000
Group					
Net derivative liabilities					
Foreign exchange forward contracts (outflows)	(74)	(74)	(68)	(6)	-

31-Dec-22	Carrying amount €'000	Contractual cash flows €'000	Within 1 year €'000	1-2 years €'000	2-5 years €'000
RTÉ					
Net derivative liabilities					
Foreign exchange forward contracts (outflows)	(74)	(74)	(68)	(6)	-

Any gains or losses arising from changes in the fair value of foreign exchange forward contracts are taken directly to the Income Statement.

22. Financial Commitments, Contingencies and Guarantees

(a) Capital commitments

	Group		RTÉ	
	2023 €'000	2022 €'000	2023 €'000	2022 €'000
Contracted but not provided for	5,958	5,398	5,160	4,176
Authorised but not contracted for	2,735	4,056	1,980	3,843
	8,693	9,454	7,140	8,019

(b) Programme/rights purchase commitments

	Group		RTÉ	
	2023 €'000	2022 €'000	2023 €'000	2022 €'000
Contracted but not provided for	126,186	131,767	126,186	131,767

22. Financial Commitments, Contingencies and Guarantees (continued)

(c) Contingent liabilities

Due to the nature of its operations, the Group is involved in various legal actions with third parties which have arisen in the normal course of the business. While it is not practicable to quantify accurately the potential liability under the various actions, the Board is satisfied that it has made reasonable provision for the likely outcome of these actions.

(d) Guarantees

At 31 December 2023, RTÉ had entered into guarantee facilities amounting to €11.3 million which expire 15th February 2028.

(e) Digital television services Northern Ireland

RTÉ has entered into a joint venture with TG4 for the provision of digital television services in Northern Ireland and, under this agreement, RTÉ has a funding commitment that expires in October 2024. The remaining commitment at 31 December 2023 is €0.5 million.

23. Grants

(a) Capital grants

	Group		RTÉ	
	2023	2022	2023	2022
	€'000	€'000	€'000	€'000
Opening Balance	4,014	4,408	-	-
Released to Income Statement	(382)	(394)	-	-
	3,632	4,014	-	-
Analysed as follows:				
Non-current liabilities	3,250	3,632	-	-
Current liabilities	382	382	-	-
	3,632	4,014	-	-

Commencing in 2017, the DTCAGSM issued a capital grant to RTÉ's subsidiary, RTÉ Transmission Network DAC, to facilitate the clearing of the Spectrum 700 MHz frequency band, as stipulated by EU directives. The movement in the grant during the year is in line with the Group's accounting policy.

(b) Other Grants

Science foundation Ireland (SFI) awarded a grant in 2022 of €585,000 (€825,000 in 2021) for the purpose of making science-related programming. In total €302,147 was received in the year (2022: €793,000)

RTÉ was awarded a grant of €867,456 from the BAI Archive in 2022 in respect of digitising the archive library and Archiving Schemes. €Nil was received in 2023 (2022: €500,732). In 2021 the BAI Sound & Vision awarded RTÉ a grant of €66,911 in respect of programme funding. €26,560 was received in the year (2022: €46,707).

RTÉ was awarded a grant of €170,000 (2022: €150,000) in 2023 from the Arts Council in relation to Culture Night. €170,000 was received in the year (2022: €150,000).

In 2021 RTÉ was awarded a grant of €2,430,000 from the Department of Tourism, Culture, Arts, Gaeltacht, Sport, and Media (DTCAGSM) in relation to production, delivery, and curation of content as part of the Decade of Centenaries programme of commemorations. €1,180,000 was received in the year (2022: €750,000).

Notes forming part of the Group Financial Statements (continued)

23. Grants (continued)

RTÉ was awarded a grant of €100,000 from the DTCAGSM to promote Irish language (2022: €100,000). €100,000 was received in the year (2022: €100,000).

In 2021 RTÉ was awarded a grant totalling €129,505 from the DTCAGSM in relation to The Atlas of the Irish Revolution. €58,046 was received in the year (2022: €50,000).

In 2023 RTÉ was awarded grants totalling €45,000 (2022: €110,000) from the DTCAGSM in relation to the Digital Art Initiative for 2022 and 2023 to upgrade the This Is Art website. This was received in the year (2022: €110,000).

RTÉ was awarded a grant of €50,000 (2022: €50,000) from the DTCAGSM in relation to Crinniu Na Nóg. This was received in the year (2022: €50,000).

RTÉ was awarded a grant of €28,000 from Údarás na Gaeltachta in relation to the promotion Irish Language. €Nil was received in 2023 (2022: €Nil received)

RTÉ was awarded a grant of €330,661 from the Department of Housing, Local Government and Heritage (DHLGH) in relation to LIFE project. €Nil was received in 2023 (2022: €66,132).

In 2022 RTÉ was awarded a grant of €340,000 from the Department for Global Media Roles. €276,864 was utilized in the year (2022: €Nil)

24. Related Party Transactions

(a) Transactions with related parties excluding key management personnel

RTÉ is a statutory corporation, established as a public-service broadcasting corporation under the **Broadcasting Authority Act, 1960**. The members of the RTÉ Board are appointed by the Government. The Government is deemed to have control over the Group and is recognised as a related party as defined by the accounting standards. The Group has applied the exemption in **IAS 24 Related Party Disclosures** that exempts an entity from the related party disclosure requirements in respect of the Government and Government-related entities unless transactions are individually significant or collectively significant.

In the normal course of business, the Group has entered into transactions with the Government and Government-related entities involving the provision of advertising and other similar services, together with purchases of goods and services to/from Government departments and to entities controlled by the Irish Government. An Post collects the television licence fee on behalf of the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media.

At 31 December 2023, the total payable to RTÉ subsidiary undertakings was €207.7 million (2022: €206.0 million).

(b) Transactions with key management personnel¹

For the purposes of the disclosure requirements of **IAS 24 Related Party Disclosures**, the term “key management personnel” (i.e. those persons having authority and responsibility for planning, directing and controlling the activities of the company) comprises the RTÉ Board, the Director-General, the RTÉ Interim Leadership Team and the corporate functions reporting directly to the Director-General. The total amount of compensation paid to key management personnel in 2023 was €4.032 million (2022: €3.304 million), comprising salaries and other short-term employee benefits of €2.853 million (2022: €2.582 million), post-employment pension benefits of €0.393 million (2022: €0.437 million), termination benefits of €0.768 million (2022: €0.264 million) and other long term benefits of €0.018million (2022: €0.021million).

Purchases by RTÉ from Multiplex Broadcasting Services N.I. Limited, who has a number of directors who are also part of the RTÉ Leadership team in 2023 amounted to €0.7 million (2022: €1.4 million), primarily in respect of Transmission Network and commissioned programmes. Sales by RTÉ to a company owned/controlled by Board members or other key management personnel in 2023 amounted to nil (2022: €0.1 million).

Promotional support to companies owned/controlled by Board members or other key management personnel in 2023 amounted to €14,600 (2022: nil). Programme contributions paid by RTÉ to Board members or other key management personnel in 2023 amounted to nil (2022: €180).

Terms and conditions of transactions with related parties

The sales to and purchases from related parties are made at terms equivalent to those that prevail in arm's length transactions.

1 Related parties include key management personnel and external entities controlled by them.

25. Lease Liability

	Group		RTÉ	
	2023	2022	2023	2022
	€'000	€'000	€'000	€'000
Lease Liabilities				
Analysed as:				
Non-current	3,427	2,801	1,603	1,870
Current	554	548	297	393
	3,981	3,349	1,900	2,263
Maturity analysis:				
Year 1	554	548	297	393
Year 2	477	404	217	268
Year 3	495	355	230	217
Year 4	504	371	235	230
Year 5	450	378	177	235
Onwards	1,501	1,293	744	920
	3,981	3,349	1,900	2,263

The Company does not face a significant liquidity risk with regard to its lease liabilities. Lease liabilities are monitored within the Company's treasury function.

26. Board Approval

The Board of RTÉ approved the financial statements in respect of the year ended 31 December 2023 on 28 June 2024.

Appendix to the Group Financial Statements – On Air Presenters and Leadership Team

Top 10 Highest Paid Presenters on an Earnings Basis for 2023 and 2022

Individual	2022		2023		€
	Status	Rank	€	Rank	
Cladaghgreen Ltd (For the services of Joe Duffy)	Contractor	2	351,000	1	351,000
Derrough Media Ltd (For the services of Claire Byrne)	Contractor	3	320,833	2	280,000
Baby Blue Productions Ltd (For the services of Miriam O'Callaghan)	Contractor	4	263,500	3	263,500
What Next Productions Ltd (For the services of Ray Darcy)	Contractor	5	250,000	4	250,000
Tuttle Productions Ltd (For the services of Ryan Tubridy)	Contractor	1	515,000	5	245,278
BOC Communications Ltd (For the services of Brendan O'Connor)	Contractor	6	245,004	6	245,004
Mary Wilson	Employee	8	197,643	7	199,194
Bryan Dobson	Employee	7	209,681	8	194,319
Darragh Maloney	Employee	9	184,501	9	186,650
George Lee	Employee	10	179,821	10	185,674

Basis of preparation:

The Directors of RTÉ are responsible for the proper preparation and fair presentation of the Earnings Statement for the relevant periods.

The Group auditors have issued a reasonable assurance report on the Top 10 highest paid on-air presenters presented in the table above.

The RTÉ highest presenter earnings for the year ended 31 December 2023 is prepared on an accruals basis under the measurement and valuation criteria of IFRS. It relates to the contracted expense incurred directly by RTÉ for 2023 relating to employees or independent contractors who have a direct relationship with RTÉ and is for services performed in that year. Employee expense include salaries, employer pension contribution and related benefits. The expense recognised for contractors represent fees payable for services provided in 2023 and excludes VAT. Contractors do not earn salaries and RTÉ does not make any pension contribution on their behalf.

RTÉ Permanent Leadership Team Earnings for the year ended 31 December 2023

	Salary	Pension	Allowances	Other	Total
	€	€	€	€	€
Kevin Bakhurst	119,235	29,809	11,924	799	161,767
Eimear Cusack	216,404	32,461	24,500	1,450	274,815
Adrian Lynch	217,308	43,462	24,700	1,456	286,926
Deirdre McCarthy	213,800	32,719	25,512	1,459	273,490
Paula Mullooly	203,365	26,801	28,711	1,283	260,160
Richard Waghorn	227,155	34,073	19,000	1,522	281,750

Appendix to the Group Financial Statements – Accounting Policies

1. Basis of Accounting

Below we set out the full list of our accounting policies. The accounting policies have been applied consistently in dealing with items that are considered material in relation to the Group and RTÉ financial statements except for the new standards and amendments to standards outlined below.

(a) Reporting entity

RTÉ is a statutory corporation established under the **Broadcasting Authority Act, 1960** and is domiciled in Ireland. The consolidated financial statements of RTÉ as at and for the year ended 31 December 2023 comprise the statutory corporation and all entities controlled by it (together referred to as the “Group”).

(b) Statement of compliance

The RTÉ and Group financial statements have been prepared in accordance with International Financial Reporting Standards (IFRSs) as adopted by the European Union (EU) that are effective for the year ended 31 December 2023 and are applied in accordance with the provisions of broadcasting legislation. The Group has also elected to present both its consolidated and RTÉ parent entity financial statements in accordance with the provisions of the **Companies Act 2014** in so far as it provides additional information. Accordingly, RTÉ’s parent Statement of Financial Position, Cash Flow Statement and Statement of Changes in Equity have also been presented with the consolidated financial statements as would ordinarily be required by the **Companies Act 2014**. RTÉ’s Group Income Statement has been adapted as permitted by **Companies Act 2014**, Schedule 3 Part II, Section A4(5).

(c) Basis of preparation

The RTÉ and Group financial statements have been prepared on the historical cost basis as modified by the measurement at fair value of derivative financial instruments and retirement benefit obligations. The Group financial statements are prepared in euro, rounded to the nearest thousand (€000), which is the functional currency of all the Group entities.

The preparation of financial statements in conformity with IFRSs requires management to make judgements, estimates and assumptions that affect the application of accounting policies and reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates. Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimates are revised and in any future periods affected. The key areas involving significant judgement or complexity or areas where assumptions and estimates are significant to the Group’s financial statements relate primarily to the valuation of the defined benefit pension scheme and financial instruments and are documented in the relevant accounting policies and in the related notes.

(d) Adoption of new and revised standards

During the year, the Group adopted a number of amendments to IFRS standards and interpretations issued by the IASB that are effective for an annual period that begins on or after 1 January 2023. Their adoption has not had any material impact on the disclosures or on the amounts reported in these financial statements.

Appendix to the Group Financial Statements – Accounting Policies (continued)

(e) Standards in issue but not yet effective

A number of new standards, amendments to standards and interpretations are not yet effective and therefore have not been applied in preparing these financial statements. The Group does not plan to adopt these standards early; instead it will apply them from their effective dates as determined by their dates of EU endorsement.

These include:

Amendments to IAS 1 Classifications of Liabilities as current or Non-current	Effective date 1 Jan 2024
Amendments to IAS 1 Non-current Liabilities with Covenants (including deferral of Effective Date)	Effective date 1 Jan 2024
Amendments to IAS 7 and IFRS 7 Supplier finance arrangements	Effective date 1 Jan 2024
Amendment to IFRS 16 Lease liability in a sale and leaseback	Effective date 1 Jan 2024
Amendments to IAS 21 - The effects of change in foreign exchange rates : lack of exchangeability	Effective date 1 Jan 2025

The directors do not expect that the adoption of the standards listed above will have a material impact on the financial statements of the Group in future periods.

2. Revenue Recognition

Revenue, which excludes VAT and transactions between companies in the Group, comprises income arising from licence fees; advertising sales; sponsorship; the use of the Group's facilities and transmission network; circulation and events income; and content, merchandising and related income. Revenue is stated net of any settlement and volume discounts.

IFRS 15 applies to all the Group's revenue streams apart from licence fee revenue which is accounted for under **IAS 20 Accounting for Government Grants and Disclosure of Government Assistance**.

The other revenue streams, as outlined below, are recognised upon transfer of the promised services or goods to the customers. The Group has adopted the five-step approach to the timing of revenue recognition based on performance obligations in customer contracts. This involves identifying the contract with customers, identifying the performance obligations, determining the transaction price, allocating the price to the performance obligations within the contract and recognising revenue when the performance obligations are satisfied.

(a) Licence fee revenue

The Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media (DTCAGSM) has nominated An Post to be the collection agent for the TV licence fee. Licence fee revenue is collected by An Post and paid over to the DTCAGSM, net of collection costs. In addition, licence fee revenue is payable by the Department of Social Protection (DSP) on behalf of individuals eligible for a "free" television licence. This revenue is paid monthly by the DSP to the DTCAGSM.

The DTCAGSM makes a non-repayable "grant-in-aid" to RTÉ from these licence fees collected, as provided in Section 123 of the **Broadcasting Act 2009** as amended by section 69 of the **Communications Regulation (Postal Services) Act 2011**. This equates to the amounts paid to it by the DSP, together with the amounts collected by An Post, net of collection costs and a 7% levy to the Broadcasting Fund.

Licence fee revenue payable by the DSP is recognised upon receipt. All other licence fee income is recognised upon notification by An Post of the number of licences sold in the period.

(b) Advertising and sponsorship income

Television advertising income is recognised on delivery of a campaign. All other advertising income is recognised on transmission/publication.

Advertising income is stated net of agency commissions. Sponsorship income is recognised evenly over the life of the sponsored programme, publication, etc.

(c) Transmission and facilities income

Transmission and facilities income arise from the use of and access to the Group's transmission, distribution and multiplexing network and studio facilities provided to third parties. Amounts are recognised as the facilities are made available to third parties.

(d) Circulation and events income

Circulation income arises from the publication and circulation of the **RTÉ Guide** and is stated gross. Revenue is recognised on the basis of the net copies sold at the end of the sales cut-off period for each issue.

Events income arises from public events organised by RTÉ Orchestras. It is recognised as the events are held and amounts fall due.

(e) Content, merchandising and related income

Content, merchandising and related income represents amounts generated from RTÉ content and services provided to third parties. Revenue is recognised as the service is provided or upon delivery of goods to the third party.

3. Segment reporting

Segmental analysis, prepared in accordance with **IFRS 8 Operating segments**, is set out in note 2(d). RTÉ's primary reporting segments are its divisions. Other segmental analysis as required by the **Broadcasting Act 2009** is set out in note 2(e).

In note 2(d), commercial revenues are mainly reported in the Commercial division. 2rn revenues are reported in the Network division. Archive and library sales revenues are reported in the Content division. Revenues from the provision of multiplexing services and some other minor revenues are reported under other segments. The reporting of licence fee revenue within each division is a function of the licence fee attributed to each individual channel and service.

Costs directly incurred by and for a division are reported within that division. An appropriate full-cost absorption/usage allocation basis is used to apply a fair and reasonable cost to inter-divisional and central shared services consumed by those divisions. The allocations are based upon consistently applied and objectively justifiable cost accounting principles.

Costs of production, commissioning and acquisition of television and radio programmes are incurred primarily for the purpose of providing RTÉ's free-to-air television and radio channels. These costs are charged to the Content and News & Current Affairs divisions as appropriate. In order to fairly reflect the true cost of providing RTÉ's free-to-air television and radio channels, these costs are not apportioned to the online services where further opportunities to access the content are provided. Where direct costs are incurred in the acquisition of online rights, the repurposing of content or the creation of content primarily for online, these are charged to online services. RTÉ is increasing its non-linear output with more programmes getting first transmission on digital platforms and a move towards a digital-first approach in news coverage.

Appendix to the Group Financial Statements –

Accounting Policies

(continued)

Reflecting this digital-first strategy, online services are allocated an appropriate proportion of the cost of common news-gathering infrastructure. Where content is sourced both for inclusion in broadcast programmes and used directly in online services, the cost of sourcing such content is allocated in line with the cost allocation principles set out above.

4. Programme Inventories

Programme inventories are valued at the lower of cost and net realisable value.

Indigenous programme inventories are programmes produced in-house by RTÉ or programmes commissioned by RTÉ from independent producers. Costs for in-house programme stock include direct programme costs, including production facilities and programme labour costs. Costs for commissioned programme stocks are based on the contract price. Indigenous programme inventories are charged to the Income Statement in full on first transmission.

Acquired programme inventories are programmes and films purchased by RTÉ from third-party studios and broadcasters. Costs for acquired programme inventories are defined as the third-party licence contract price which RTÉ pays the studio or broadcaster. Acquired programme inventories are charged to the Income Statement based on the expected value of each transmission as follows:

Features:	75% on first transmission
	25% on second transmission
Series:	99% on first transmission
	1% on second transmission

Sports rights inventories are the rights to broadcast sporting events. Costs for sport rights inventories are defined as the contract price agreed by the Group with the relevant sports body or rights holder. Where RTÉ sublicenses sports rights to third parties, the associated income and costs are reflected on a net basis in the Income Statement.

Sports rights inventories are charged to the Income Statement as the sporting events relating to the rights are broadcast.

5. Foreign Currency Transactions

Transactions denominated in foreign currencies are translated to the respective functional currencies of group entities at exchange rates at the dates of the transactions. Monetary assets and liabilities denominated in foreign currencies at the reporting date are translated to the functional currency at the exchange rate at that date. Any gain or loss arising from a change in exchange rates subsequent to the date of the transaction is included as an exchange gain or loss in the Income Statement.

6. Property, Plant and Equipment

(a) Recognition and measurement

Property, plant and equipment is shown at historical cost, net of accumulated depreciation and any accumulated impairment losses.

Cost includes expenditure that is directly attributable to the acquisition of the asset. The cost of self-constructed assets includes the cost of materials and direct labour, any other costs directly attributable to bringing the asset to a working condition for its intended use and the costs of dismantling and removing the items and restoring the site on which they are located. Purchased software that is integral to the functionality of the related equipment is capitalised as part of that equipment.

Subsequent costs are included in an asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the Group and the cost of the replaced item can be measured reliably. All other repairs and maintenance costs are charged to the Income Statement during the financial period in which they are incurred.

Stocks of minor spare parts are stated at the lower of cost and net realisable value and are included in Capital projects in progress.

(b) Depreciation

Depreciation is provided on all property, plant and equipment, except freehold land and spare parts, at rates calculated to write off the cost, less estimated residual value, of each asset on a straight-line basis over its expected useful life.

The principal rates used are as follows:

Buildings	2.5%	-	25%
Plant & Equipment	7.5%	-	20%
Fixtures & fittings	10%	-	25%

Capital projects in progress represent the cost of purchasing and installing property, plant and equipment ahead of their commission into use. Depreciation is charged on assets from the date of commissioning.

When parts of an item of property, plant and equipment have different useful lives, they are accounted for as separate items (major components) of property, plant and equipment and depreciated accordingly.

(c) Impairment

In accordance with **IAS 36 Impairment of Assets**, the carrying amount of items of buildings and plant and equipment are reviewed at each year end date to determine whether there is any indication of impairment and are subjected to impairment testing when events or changes in circumstances indicate that the carrying values may not be recoverable. If any such indication exists, then the asset's recoverable amount is estimated.

(d) Borrowing costs

Borrowing costs directly attributable to the acquisition, construction or production of an asset that necessarily takes a substantial period of time to get ready for its intended use are capitalised as part

of the cost of the asset. All other borrowing costs are expensed in the period they occur. Borrowing costs consist of interest and other costs that an entity incurs in connection with the borrowing of funds.

7. Intangible Assets

(a) Recognition and measurement

An intangible asset, which is an identifiable non-monetary asset without physical substance, is recognised to the extent that it is probable that the expected future economic benefits attributable to the asset will flow to the Group and that its cost can be measured reliably. The asset is deemed to be identifiable when it is separable or when it arises from contractual or other legal rights, regardless of whether those rights are transferable or separable from the Group or from other rights and obligations.

Intangible assets are carried at cost less any accumulated amortisation and any accumulated impairment losses. The Group's intangible assets are entirely software-related in nature.

Subsequent expenditure is capitalised only when it increases the future economic benefits embodied in the specific asset to which it relates.

(b) Amortisation

Intangible assets, with finite useful economic lives, are amortised to the Income Statement on a straight-line basis over their estimated useful lives from the date they are available for use. In the case of computer software, the useful economic lives are generally three to five years.

(c) Impairment

In accordance with **IAS 36 Impairment of Assets** the carrying amount of intangible assets are reviewed at each year end date to determine whether there is any indication of impairment and are subjected to impairment testing when events or changes in circumstances indicate that the carrying values are not recoverable. If any such indication exists, then the asset's recoverable amount is estimated.

Appendix to the Group Financial Statements – Accounting Policies (continued)

8. Financial Instruments

(a) Non-derivative financial instruments

Non-derivative financial instruments comprise trade and other receivables (excluding prepayments), liquid investments, cash and cash equivalents, restricted cash, loans and borrowings, accrued income, employee benefits and trade and other payables.

Non-derivative financial instruments are recognised initially at fair value. Subsequent to initial recognition, non-derivative financial instruments are measured as described below.

Investments in subsidiaries

RTÉ's investments in subsidiary companies in its Statement of Financial Position are recognised at cost, less impairment losses.

Trade and other receivables

Trade and other receivables are stated at amortised cost, which approximates to fair value given the short-dated nature of these assets. Trade receivables are carried at original invoice amount less any impairment for potentially unrecoverable amounts. Impairment is recognised if there is objective evidence after initial recognition that a balance may not be recoverable in full or in part.

Liquid investments

Liquid investments comprise short-term deposits that have a maturity date of greater than three months from the date of acquisition but less than 12 months from the year end date. Given that the maturity of these investments falls outside the timeframe for classification as cash and cash equivalents under **IAS 7 Cash Flow Statements**, the related balances are treated as financial assets and are stated at fair value at inception and carried at amortised cost thereafter. Income on these assets is recognised on an effective interest rate basis.

Cash and cash equivalents

Cash and cash equivalents comprise bank balances and call deposits that are readily convertible to known amounts of cash at or close to their carrying values and are subject to an insignificant risk of changes in value. Where call deposits are classified as cash equivalents, the related balances have a maturity of three months or less from the date of acquisition. Income on these assets is recognised on an effective interest rate basis.

Loans and borrowings

Interest-bearing loans and borrowings are initially recorded at fair value, being the fair value of the consideration received, net of attributable transaction costs. Subsequent to initial recognition, variable rate borrowings are measured at amortised cost using the effective interest rate methodology.

Trade and other payables

Trade and other payables are stated at amortised cost, which approximates to fair value given the short-dated nature of these assets.

(b) Derivative financial instruments

The Group is exposed to market risks relating to fluctuations in interest rates and currency exchange rates. The Group has entered an interest rate swap to manage the exposure to the interest rate fluctuations on its borrowings. Foreign currency forward contracts are used to manage the Group's exposure to fluctuations in US dollar and sterling for forecasted transactions. The Group does not enter into speculative derivative contracts.

The fair value of the interest rate swap is determined by discounting the projected cash flows on the swap arrangement to present value using an appropriate market rate of interest. The fair value of foreign currency forward contracts is determined based on the present value of the quoted forward price.

Derivative financial instruments are initially recognised at fair value and are subsequently re-measured to fair value at each reporting date. The Group categorises derivative financial instruments as financial assets or liabilities at fair value through surplus or deficit or as cash flow hedges. Any gains or losses arising from changes in the fair value of derivatives are taken directly to the Income Statement, except for the effective portion of cash flow hedges, which are recognised in the Statement of Comprehensive Income (as described below).

Cash flow hedges

At the inception of a cash flow hedge, the Group formally designates and documents the hedge relationship to which the Group wishes to apply hedge accounting and the risk-management objective and strategy for undertaking the hedge.

Where a derivative financial instrument is designated as a cash flow hedge of a recognised liability, the effective part of any gain or loss on the derivative financial instrument is recognised directly in the Statement of Comprehensive Income. The ineffective part of any gain or loss is recognised in the Income Statement immediately. The amount accumulated in equity is reclassified to the Income Statement in the same period that the hedged item affects surplus or deficit.

If the hedging instrument no longer meets the criteria for hedge accounting or the designation is revoked, the hedge accounting is discontinued prospectively.

9. Employee Benefits

(a) Retirement benefit obligations

The Group, through the RTÉ Superannuation Scheme, the RTÉ Defined Contribution Pension Scheme, the RTÉ “50/50” Risk-Sharing Pension Scheme (a hybrid scheme that has both defined benefit and defined contribution elements) and other defined contribution schemes, makes pension contributions for a substantial number of employees.

In relation to the defined contribution schemes and the defined contribution element of the RTÉ “50/50” Risk-Sharing Pension Scheme, contributions are accrued and recognised in the Income Statement in the period in which they are earned by the relevant employees.

For the RTÉ Superannuation Scheme, a funded contributory defined benefit scheme, and the defined benefit element of the RTÉ “50/50” Risk-Sharing Pension Scheme, the difference between the market value of the scheme’s assets and the actuarially assessed present value of the scheme’s liabilities, calculated using the projected unit credit method, is disclosed as an asset/liability in the Statement of Financial Position. The amount charged to the Income Statement is the actuarially determined cost of pension benefits promised to employees earned during the year plus any benefit improvements granted to members during the year.

The Group determines the net interest expense/(income) by applying the discount rate used to measure the defined benefit obligation at the beginning of the period, on the net defined benefit liability/(asset) at the start of the period, taking into account changes during the period as a result of contributions and benefit payments. The net interest expense/(income) is shown as a financing item in the Income Statement. Remeasurements of the net defined benefit liability, returns on plan assets and the effect of the asset ceiling are recognised immediately in the Statement of Comprehensive Income.

When the benefits of a plan are changed, the resulting change in the benefit that relates to past service is recognised immediately in the Income Statement.

Appendix to the Group Financial Statements –

Accounting Policies

(continued)

(b) Termination benefits

Termination benefits are recognised as an expense when the Group is demonstrably committed, without realistic possibility of withdrawal, to a formal detailed plan to either terminate employment before the normal retirement date or to provide termination benefits as a result of an offer made to encourage voluntary redundancy. Termination benefits for voluntary redundancies are recognised as an expense if the Group has made an offer of voluntary redundancy, if it is probable that the offer will be accepted, and the number of acceptances can be estimated reliably.

(c) Short-term benefits

Short-term employee benefit obligations are measured on an undiscounted basis and are expensed as the related service is provided.

10. Income Tax

(a) Recognition

Income tax comprises current and deferred tax. Income tax expense is recognised in the Income Statement except to the extent that it relates to items recognised directly in equity, in which case it is recognised in equity.

(b) Current tax

Current tax is the expected tax payable on the taxable income for the year, using the tax rates enacted or substantially enacted at the reporting date, and any adjustment to tax payable in respect of previous years. The Group's taxable income is liable to Irish corporation tax. The Group's licence fee revenue earned prior to 31 December 2006 was exempt from corporation tax.

(c) Deferred tax

Deferred tax is recognised using the balance sheet method, providing for temporary differences between the carrying amount of assets and liabilities for financial reporting purposes and the amounts used for taxation purposes.

Deferred tax assets and liabilities are not subject to discounting and are measured at the tax rates that are anticipated to apply in the period in which the asset is realised or the liability is settled based on the tax rates and tax laws that have been enacted or substantively enacted at the year end date.

Deferred tax liabilities are recognised for all taxable temporary differences with the exception of the initial recognition of an asset or liability in a transaction that is not a business combination and affects neither the accounting profit nor taxable profit or loss at the time of the transaction.

A deferred tax asset is recognised to the extent that it is probable that future taxable profits will be available against which the temporary difference can be utilised. Deferred tax assets are reviewed at each reporting date and are reduced to the extent that it is no longer probable that the related tax benefit will be realised.

Deferred tax assets and liabilities are offset if there is a legally enforceable right to offset current tax liabilities and assets, and they relate to income taxes levied by the same tax authority on the same taxable entity.

11. Finance Income and Expenses

Finance income comprises interest income on cash and liquid investments and fair value movements on derivative financial instruments that are recognised through the Income Statement.

Finance expenses comprise interest on borrowings, negative interest on deposits, unwinding of the discount on restructuring costs and fair value movements on derivative financial instruments that are recognised through the Income Statement.

12. Dividend Income

Dividends paid and received from group companies are included in the company financial statements in the period in which the related dividends are declared and approved.

13. Grants

Grants are recognised in the Income Statement in the financial year that they relate to. Grants are recognised as income or deducted from the related expense, provided that there is reasonable assurance that the Group will comply with any conditions attached to the grant and that the grant will be received. Licence fee revenue is accounted for in line with **IAS 20 Accounting for Government Grants and Disclosure of Government Assistance**.

Capital grants are recorded as deferred income and are released to the Income Statement on a basis consistent with the depreciation policy of the relevant assets.

14. Leases

The Group as a lessee

The Group assesses whether a contract is or contains a lease, at inception of the contract. The Group recognises a right-of-use asset and a corresponding lease liability with respect to all lease arrangements in which it is the lessee, except for short-term leases (defined as leases with a lease term of 12 months or less). For these leases, the Group recognises the lease payments as an operating expense on a straight-line basis over the term of the lease.

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted by using its incremental borrowing rate.

The right-of-use assets comprise the initial measurement of the corresponding lease liability, lease payments made at or before the commencement date, less any lease incentives received and any initial direct costs. They are subsequently measured at cost less accumulated depreciation and impairment losses.

Right-of-use assets are depreciated over the shorter period of lease term and useful life of the underlying asset. The depreciation starts at the commencement date of the lease.

2023 Performance Commitments

Renewing RTÉ for the next generation

Introduction

2023's Commitments, reflect RTÉ's Revised Strategy 2020-2024, and set out six commitments under three strategic objectives: Audience, Content, and Sustainability.

Audience – Deliver content relevant to all Irish audiences, serving everyone, everywhere

1. Put the audience at the centre of decision making
2. Be where the audience is – provide universal access, optimise linear, and adopt digital first

Content – Captivate audiences through a more varied mix of quality content that tells Ireland's stories

3. Provide trusted, challenging and engaging content
4. Champion Irish culture
5. Celebrate diversity and cultivate Irish talent

Sustainability – Protect the future of public service media through a sustainable RTÉ

6. Protect the future of PSM through a sustainable RTÉ

Pursuant to section 102(3) of the Act, RTÉ's 2023 Statement of Performance Commitments (Commitments) were submitted to the Coimisiún na Meán and the Minister in May 2023, and a summary was subsequently published on RTÉ.ie. A summary of fulfilment of 2023's Commitments is presented here in compliance with section 102(5) of the Act. In compliance with section 102(4) of the Act, a separate and more detailed report on fulfilment or otherwise of Commitments was submitted to the CnaM and the Minister in June 2024.

The context to 2023's results

2023 proved to be one of the most challenging years in RTÉ's history. As revelations regarding a range of governance failings came to light, RTÉ's relationship with the public was very much under scrutiny. These events caused extensive reputational damage, which negatively impacted the public's perception of RTÉ and its corporate reputation. This also translated into significant further declines in licence fee sales, compounding issues with longer-term public funding uncertainty. To mitigate this, RTÉ made €10m cuts in planned expenditure for 2023, which impacted all areas of the organisation, including content. While public trust and confidence in the organisation was undermined, the continued levels of viewership, listenership and overall engagement, testify to the conclusions made by the Future of Media Commission in 2022, namely that public service media is widely recognised as a merit good. Over the second half of 2023 RTÉ immediately undertook a range of actions to strengthen corporate governance and financial controls, and to increase transparency. These measures appear to have gone some way towards restoring the public's relationship with RTÉ, as reputational scores showed some signs of recovery over Quarter 4, 2023. Where public perception targets were missed in 2023, this paragraph sets out the rationale and relevant results are marked with an asterisk.

It is against this backdrop, of intensified funding challenges, corporate reputational damage, but continued support for our services and content, that RTÉ has taken stock. Towards the end of 2023, RTÉ published A New Direction for RTÉ, a strategic framework, that set out a roadmap for the organisation's future. Having consulted widely on this framework, we have evolved these plans into our New Direction Statement of Strategy, which sets out ambitious change in how we deliver for audiences, how we run the organisation, how we ensure that we deliver value for money and are transparent and accountable.

Audience

Deliver content relevant to all Irish audiences, serving everyone, everywhere.

Commitment	Intended Public Impacts	Target Measure	Result
1. Put the audience at the centre of decision making	Audience needs are central to the delivery of PSM in Ireland.	Maintain public perception that RTÉ is relevant to people in Ireland today at >80%	Commitment not achieved. 63% of Irish adults agreed*.
	Irish people feel ownership and connection with their PSM.	Maintain public perception that RTÉ has high quality content and services at >75%	Commitment not achieved. 58% of Irish adults agreed*.
2. Be where the audience is – provide universal access, optimise linear, and adopt digital first	The media needs of all segments of Irish society are fulfilled.	Maintain average weekly reach for all RTÉ services at or above 90% (18+)	88% Commitment largely achieved.
	Young people are engaged by Irish content and services.	Maintain average weekly reach for all RTÉ services at or above 90% (18–34)	Commitment not achieved. Average weekly reach was 74%. In a highly competitive media environment, it is increasingly challenging to maintain near-universal reach for this age group, without the required investment-injection a public funding settlement could provide.
	Innovation in media production will engage digital natives with Irish content.		
	People will have easy and immediate access to Irish content on their device of choice.		
		Grow visits to RTÉ's portfolio of digital products, over longer-term to >705m	Commitment largely achieved with a total of 687m visits. While visits were behind target, it was a strong year for RTÉ's digital products, with growth in time spent. RTÉ Player had a record year, with 105m streams. RTÉ.ie maintained its position as the number one news and entertainment site in the country and the RTÉ News remained the top news app.
		Maintain RTÉ television share (adults 15+, all day) at 26.8%	Commitment largely achieved, with share at 26.3%.
		Maintain RTÉ radio share (adults 15+, all day) at 30%	Commitment largely achieved, with share at 29.2%.
	Monitor and report on Time Spent with RTÉ (adults aged 15+ & 15-34)	Commitment achieved	
	Maintain public perception that RTÉ programmes and services are easily accessible on a range of devices at >70%	Commitment largely achieved. 68% of Irish adults agreed.	

2023 Performance Commitments

Renewing RTÉ for the next generation

Content

Captivate audiences through a more varied mix of quality content that tells Ireland's stories.

Commitment	Intended Public Impacts	Target Measure	Result
3. Provide trusted, challenging and engaging content	In the era of fake news, Irish people have a trusted news source.	Maintain public perception that RTÉ provides trusted N&CA at >80%	Commitment not achieved. 70% of Irish adults agreed, which is just marginally behind 2022's score of 72%. Trust in N&CA dipped in Q3 2023 however rebounded well in Q4.
	The powerful in Irish society are held to account, wrongdoing and bad practice in Irish institutions is exposed.	Maintain public perception that RTÉ generates national debate and gets people talking at >80%	Commitment not achieved. 72% of Irish adults agreed*.
	Education in Ireland is enriched through the inclusion of different perspectives and ways of learning.	Maintain public perception that RTÉ keeps me well informed at >80%	Commitment not achieved. 68% of Irish adults agreed*.
4. Champion Irish culture	Public discourse is stimulated and a mirror is held up to contemporary Irish society.	Maintain public perception that RTÉ is an important part of Irish life at >80%	Commitment not achieved. 68% of Irish adults agreed*.
	Irish people will benefit from the rich audio-visual heritage delivered through a state-of-the-art PSM archive.	Maintain public perception that RTÉ enables me to connect with national events at >80%	Commitment not achieved. 69% of Irish adults agreed*.
		Maintain public perception that RTÉ devotes the right amount of time to children's programmes at >50%	Commitment largely achieved. 48% of Irish adults agreed.
	Pride in our national identity is strengthened through engagement with the cultural and sporting experiences that bind us as a nation.	Maintain public perception that RTÉ provides a comprehensive service for Irish speakers at >60%	Commitment achieved
	Irish children will see their experiences and hear their own voices on screen, on radio and online.	Maintain RTÉ RnaG weekly reach among adults 15+ at 3%	Commitment not achieved. Weekly reach was 2%, however for the second time in three years, RTÉ Raidió na Gaeltachta won the prestigious international award of Radio Station of the Year at the International Celtic Media Festival.
	The Irish language will grow in prominence and become an integral part of the Irish media landscape.	Meet the '365 provision' to TG4 as per S120 of the Act	Commitment achieved

Commitment	Intended Public Impacts	Target Measure	Result
5. Celebrate diversity and cultivate Irish talent	People from every part of Irish society see their experiences represented in their PSM organisation and feel included.	Grow public perception that RTÉ reflects current Irish society to >80%	Commitment not achieved. 56% of Irish adults agreed*.
		Report on female faces and voices on air	Commitment achieved.
	There is a heightened awareness of the diversity of Irish society and enhanced social cohesion.	Maintain high proportion of RTÉ Radio's FM output as first-run indigenous at >80%	Commitment achieved.
		Maintain high proportion of indigenous hours as a % of total peaktime hours on RTÉ One at >75%	Commitment not achieved. 65% of total peaktime hours on RTÉ One were indigenous. On foot of significant licence fee declines over the second half of 2023, RTÉ implemented €10m cuts in planned expenditure. This had a direct impact on-screen where first-run peak-time hours were down.
	Ireland has a consistently creative and innovative PSM.	Meet statutory spend requirement	Commitment achieved
	The creative economy in Ireland experiences growth and is strengthened and developed.	Maintain increased viewer-perception RTÉ delivers high quality Irish drama to >65%	Commitment achieved
		Maintain public satisfaction with the quality of culture and arts on RTÉ at >67%	Commitment not achieved. 58% of Irish adults agreed*.
	Ireland's existing and emerging creative talents are showcased and celebrated.	Maintain public perception that RTÉ provides a broad range of orchestral music at 50%	Commitment achieved
Compelling Irish stories are told in a universal and powerful way.			
Access to the arts will be broadened and democratized, enhancing public appreciation for our distinctive culture and heritage.			

2023 Performance Commitments

Renewing RTÉ for the next generation

Sustainability

Protect the future of Public Service Media through a sustainable RTÉ

Commitment	Intended Public Impacts	Target Measure	Result
6. Protect the future of PSM	The future of PSM in Ireland is protected and is sustainable.	Meet annual budget	Commitment not achieved. The decline in licence fee sales over the second half of 2023 was the key driver behind this missed target.
	It is run effectively and efficiently.	Deliver RTÉ's portfolio of services within budgeted operating costs	Commitment achieved
	It is supported by RTÉ commercial activities.	Operate RTÉ's commercial activities efficiently to maximise the net return for RTÉ's public service activities and achieve Group commercial revenue targets	Commitment largely achieved
	It is open, accountable and transparent.	Total content and distribution spend as a % of Operating Costs is >80%	Commitment largely achieved at 79%
	PSM legitimacy is strengthened and protected in Ireland.	PROCs* as % of Total Operating Costs	Commitment achieved
		*Personnel Related Operating Costs	
	Maintain public perception that RTÉ is valuable to Irish society at >85%	Maintain public perception that RTÉ is trustworthy at >75%	Commitment not achieved. 77% of Irish adults agreed*.
			Commitment not achieved. 52% of Irish adults agreed*.
			There was a significant breach of the public's trust in RTÉ as an organisation during 2023, which is evident in this score. Trust will take time to rebuild and RTÉ is resolutely focused on restoring it.
			See also commentary under Commitment 3: trust in RTÉ N&CA.

Other Reporting & Statistical Information

RTÉ Fair Trading Report 2023

RTÉ is committed to ensuring that its trading activities adhere to the principles of fair competition and are operated within the framework of both EU and national legislation. In addition, RTÉ has considered it appropriate to implement its own policy and procedures, the RTÉ Fair Trading Policy and Procedures, which are published on the RTÉ website. The document was reviewed and updated in 2022.

The Fair Trading Committee was established to oversee the implementation of the Policy and Procedures. It is a committee of the RTÉ Board. The members of the sub-committee at the year-end date were David Harvey (chair) and Susan Ahern.

This committee is responsible for the independent oversight of the Fair Trading Policy with regard to its implementation; with the ability to conduct periodic reviews of the policy as well as a review of the complaints procedure. The Fair Trading Officer, Eleanor Bleahene, reported directly to the committee during 2023. The Fair Trading Officer continued to provide advice and guidance to relevant areas in RTÉ on fair trading matters during 2023.

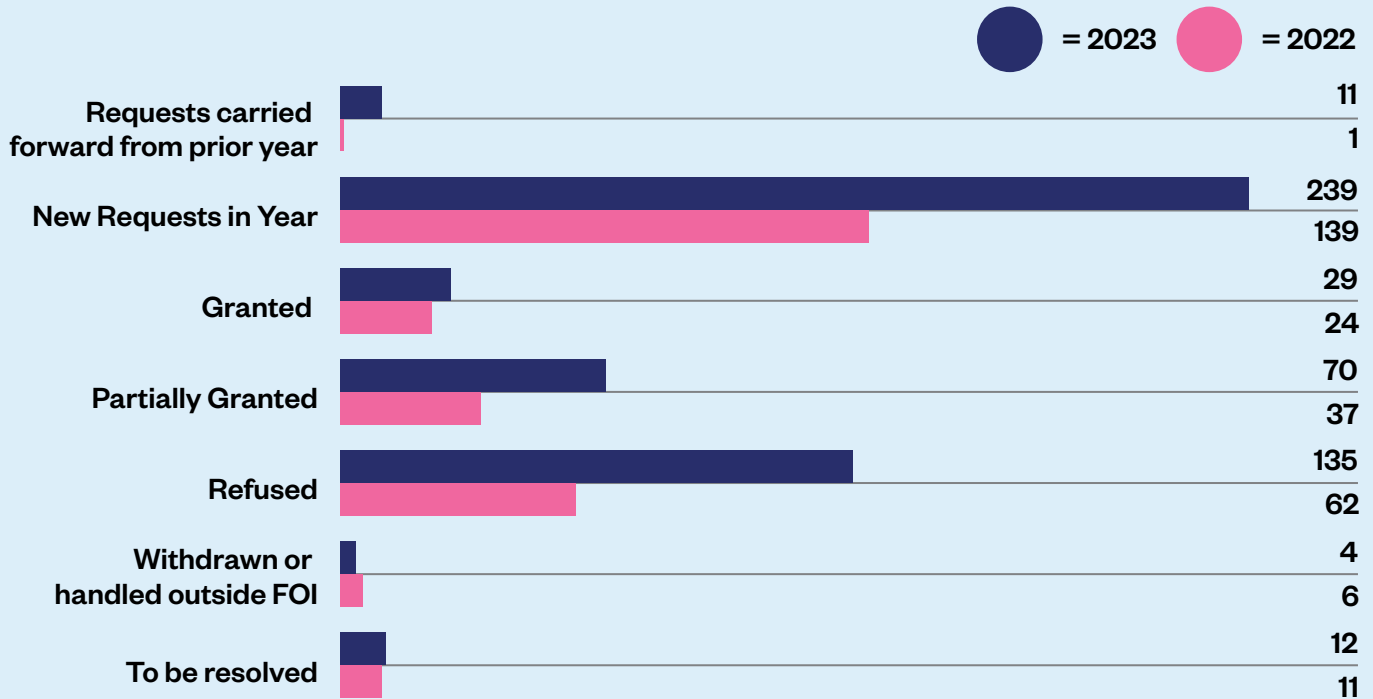
Report under Section 22 of the Protected Disclosures Act 2014

Section 22 of the **Protected Disclosures Act 2014** requires RTÉ to publish an annual report relating to protected disclosures made under the **Protected Disclosures Act 2014**. In accordance with this requirement, RTÉ reports that no protected disclosure was received during the year ending 31 December 2023.

Other Reporting & Statistical Information

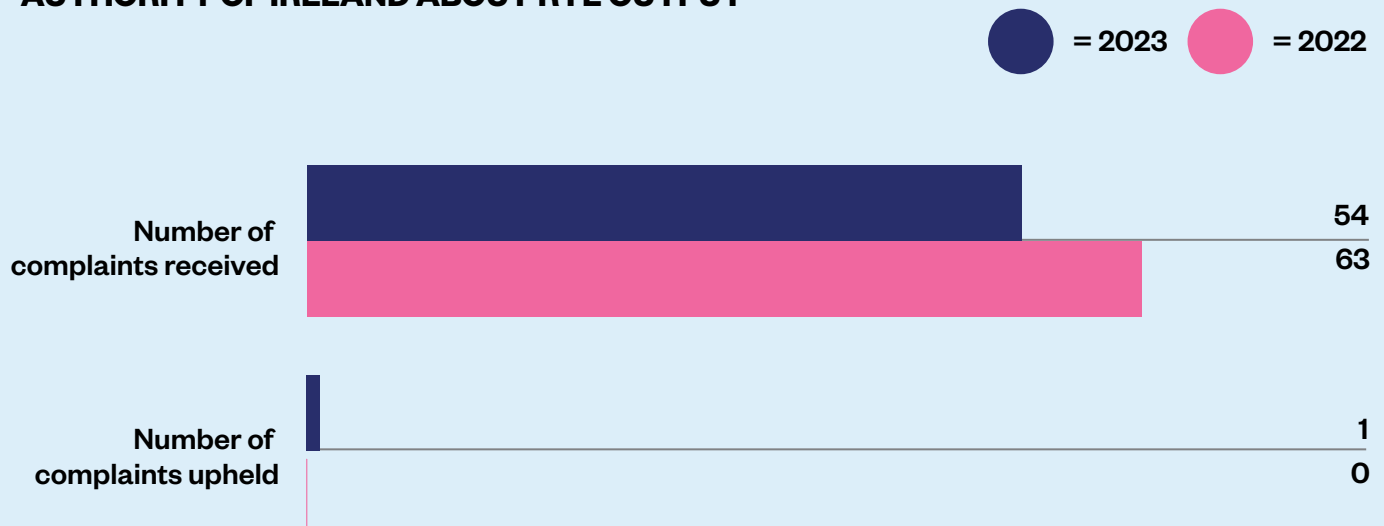
(continued)

FREEDOM OF INFORMATION REQUESTS TO RTÉ



Source: RTÉ

COMPLAINTS TO BROADCASTING AUTHORITY OF IRELAND ABOUT RTÉ OUTPUT



Source: RTÉ

Financial History

	2023	2022	2021	2020	2019
	€'000	€'000	€'000	€'000	€'000
INCOME STATEMENT					
Television Licence revenue	193,296	195,642	196,131	196,623	196,248
Commercial revenue	150,739	152,053	148,342	134,519	145,837
Total revenue	344,035	347,695	344,473	331,142	342,085
Operating costs (before depreciation, amortisation and exceptional items)	(349,336)	(339,288)	(331,345)	(307,691)	(337,773)
EBITDA before exceptional items	(5,301)	8,407	13,128	23,451	4,312
Depreciation and amortisation	(11,815)	(11,765)	(11,654)	(13,543)	(13,803)
Gain/(loss) on disposal of assets	33	12	73	(8)	288
Disposal of investments	-	36	-	-	-
Exceptional items ¹	-	-	-	-	256
(Loss)/profit from operating activities after exceptional items	(17,083)	(3,310)	1,547	9,900	(8,947)
Net finance income/(expense)	6,752	320	1,219	(99)	57
Tax	1,215	197	(407)	(1,863)	1,689
(Deficit)/Surplus for the year	(9,116)	(2,793)	2,359	7,938	(7,201)
BALANCE SHEET					
Non-current and current assets					
Property, plant and equipment	57,774	58,145	62,810	60,982	71,028
Intangible assets	5,663	4,252	7,968	4,772	6,311
Pension asset	188,652	180,590	147,714	150,816	110,404
Inventories	26,014	25,951	27,105	26,669	27,689
Cash and liquid investments	78,641	114,062	101,392	87,165	69,149
Other assets	67,820	62,831	61,484	71,509	63,511
Total assets	424,564	445,831	408,473	401,913	348,092
Non-current and current liabilities					
Employee benefits - restructuring (note 17a)	6,631	7,392	8,792	13,411	14,332
Other liabilities	195,650	206,105	197,554	190,358	178,452
Total liabilities	202,281	213,497	206,346	203,769	192,784
Equity	222,283	232,334	202,127	198,144	155,308
Total equity and liabilities	424,564	445,831	408,473	401,913	348,092
CASH FLOW					
Net cash (absorbed)/generated absorbed from operating activities	(16,701)	26,085	27,682	22,560	8,025
Net cash outflow from acquisition of property, plant, equipment and intangible assets	(13,116)	(9,682)	(11,629)	(8,178)	(14,287)
Net proceeds from sale of property, plant and equipment	62	15	77	20	305
EMPLOYEE HEADCOUNT					
Total headcount at 31 December	1,836	1,868	1,871	1,866	1,831
Total FTE at 31 December	1,734	1,735	1,755	1,758	1,714

¹ Exceptional items includes gain on disposal of land, sales-enabling project costs, restructuring and other charges



Raidió Teilifís Éireann
Baile Átha Cliath 4, Éire.

RTÉ
Dublin 4, Ireland.

T: +353 1 208 3111
F: +353 1 208 3080

E: info@RTÉ.ie
www.RTÉ.ie

X [X.com/rte](https://x.com/rte)
in linkedin.com/company/rte