

Opening Statement from Kevin Bakhurst, Director General RTÉ
Joint Oireachtas Committee for
Arts, Media, Communications, Culture and Sport.
28 May 2025

Cathaoirleach, Deputies, Senators – thank you for your invitation to attend this afternoon. As a new Committee we wish you well over the Dáil term ahead, and look forward to engaging with you over the months and years ahead.

We note that the Committee have identified a number of different topics that you would like to discuss with us, and I and my Leadership Team are more than happy to address any queries that you may have.

It is almost two years since RTÉ's committee appearances made the headlines for all the wrong reasons. Before we begin, I would like to assure the Committee, and all members of the Houses of the Oireachtas, that we have taken a wide range of meaningful actions, and have implemented extensive governance reforms since that time:

- The new Leadership Team comprises several new appointments. Just last week we announced the appointment of the final member, our Chief Risk and Compliance Officer, Eleanor O'Shaughnessy who will join RTÉ and the Leadership Team later this summer.
- We have developed a new Governance Framework in line with the standards of the Code of Practice for semi-state bodies.
- We have developed a new strategy which commits to significant transformation of our working and financial model over the years ahead.
- This strategy commits to a smaller, more agile and efficient RTÉ; the recent VEP process closed for applications last week. We are working differently and have a much stronger focus on compliance and best practice standards.
- We are rebuilding our organisational culture and have just completed an organisation-wide culture survey to ensure we make plans based on evidence and insights.
- We are more open in our dialogue and planning with stakeholders and are consistently trying to message our assurances as to our focus on our public service remit to our audience.
- These improved governance standards, both at board level and across the organisation, are driving the transformation of RTÉ so that we are fit for the future, supporting our industry partners, and best serving the public.

We welcome the chance to give a better account to you of the financial impairments which arose from one particular technology project and I hope that by the end of this session, it will be clear that this is an outlier within the overall portfolio of our capital expenditure projects.

The rollout of a new ERP system was a project that dates back several years – indeed it kicked off in 2016– and was a large scale but essential capital project that was probably too ambitious and ultimately did not achieve all that was originally hoped. It is extremely regrettable when dealing with public funds to have to write down significant sums of money. And I want to underline the fact that we have taken this very seriously and have spent considerable time looking into the details of the project and the process. Thanks to the efforts of many, an effective finance system was salvaged, implemented and continues to operate today. An expert and independent independent review was commissioned at the end of the project to identify the key lessons to be learned, and it is important to say that in our review of large capital projects for the Minister and the Department, it was very clear that this project was an outlier within a much larger portfolio of projects. The review showed that this project was one of 39 capital projects completed or being implemented by RTÉ since January 2020 and which cost €0.5m or more. The total spend for all such projects in that period comes to circa€57m overall, with a total variance to the initial budget approved of less than €0.5m. Despite what some of the commentary may imply, the various systems and project management standards in place in RTÉ have proved effective in ensuring that the correct outcomes are achieved. So, in so far as it is always useful to identify areas for improvement (and we have and we will), it is also important to take stock of what is working and reinforce and maintain it.

In accordance with accounting standards, RTÉ reviewed and recorded impairments in respect of this project from 2019 to 2023. The majority of the impairments relate to the effort to deliver the HR part of the project, amounting to €2.3m. The remaining €1.3m related to the delay and effort in delivering the Finance element of the project. Impairments were noted in RTÉ's audited and published Annual Accounts during the years 2020-2023, and more specific details relating to this project have been disclosed to the Minister as part of the review of capital projects.

This impairment is very much an exception in the context of extensive projects delivered annually by RTÉ. This is evidenced by the fact that in September 2022 RTÉ recognised that this project was an 'outlier' and commissioned consultants (Ernst & Young) to conduct a review of it so that lessons could be learned to minimise the risk of recurrence. The Ernst & Young report was presented to the RTÉ Board's Audit and Risk Committee at its meeting on 20th April 2023 and discussed. A copy of that report has been supplied to the Committee. It was also discussed by the RTÉ Board at its meeting on 27th April 2023 and its most recent Board meeting in Cork last week.

Furthermore, the corporate governance reforms introduced by RTÉ over the past 18 months are designed to mitigate against the risk of recurrence of such issues.

As I have said, the impairments were noted in RTÉ's approved Annual Accounts during the years 2020-2023 and more specific details relating to this project have been disclosed to the Minister as part of the review of capital projects. These impairments were correctly noted by the Government's advisers, New Era who, at the time, sought and received further clarification.

Impairments of that scale are as I have said very regrettable. For additional context, I think it is worth highlighting that these impairments reflect the inclusion of a considerable apportionment of staff time and the costs of expert external advice brought in to help run the project and to try to get it back on course.

It is also worth noting that the companies selected jointly to provide the ERP system had a track record of delivering similar systems and came through the procurement system as the cheapest option – by over three million euros. Any decision to abandon the project and move to the second placed company in the procurement process would have immediately incurred an extra cost of at least three million euro.

As a reflection of higher standards of transparency, I would also draw to the attention of the Committee to two other financial issues for their attention.

In 2024 RTÉ undertook a review of its eligibility for the Temporary Wage Subsidy Scheme ('TWSS') during the period 26 March – 31 August 2020. As a result, RTÉ repaid the TWSS subsidy for the periods July and August 2020. This repayment, together with the PRSI that would have been due had the subsidy not been claimed amounted to €2.4 million. RTÉ made a total payment of €2.7 million to the Revenue Commissioners (being this repayment plus interest and penalties). This resulted in a net credit to the income statement of €2.6 million during 2024 as RTÉ had previously provided for full repayment of all amounts received for its participation in the scheme. (More details are provided in Appendix D).

In addition, RTÉ continues to engage fully with the Revenue Commissioners in relation to a revenue audit which commenced in 2024 and has made payments of €1.1 million to date. The Revenue audit process has continued into 2025 and a final response letter is awaited.

We note that the Committee has also requested an update on a number of HR related matters which we have been happy to provide (see Appendices A, B & C). This Committee was rightly very focused on the categorisation of those providing services to RTE and the investigation by the Department of Social Protection or DSP who are part of the Scope process. I am pleased to confirm that – with the considerable assistance of the DSP in the last year, we can now confirm that 82% of those 655 case reviews have now concluded. Of those looked at, the Department has confirmed that 60% were in fact correctly categorised at the time as Contractors.

We also welcome the opportunity to give you an update on RTÉ's ongoing plans for transformation. From a position in 2023 when we were facing a €40m drop in licence fee income as a public response to the crisis, today we are supported by a multi-annual public funding commitment over the next three years to sustain public service media in this country - a decision that allows RTÉ to plan ahead with a degree of assurance, for which we are grateful.

I am confident that the New Direction plan is the best way forward for RTÉ and offers not only the best value for money for our audience, but also the most effective way that RTÉ can remain viable and thrive into the future. It is a plan based on the core values of public service. We are determined to build a strong, modern RTÉ that will play a defining role in Irish life; an and one that will deliver a better outcome for the public we serve.

Before I finish, I would like to pay tribute to my colleagues across the organisation, and to our partners in the independent sector. Their focus and dedication to providing quality programming and trusted news and current affairs coverage has been unwavering:

- RTÉ is trusted. Trust in RTÉ News has now fully recovered, with significant lift in under 35s— this is an incredibly important achievement post-crisis in an era of fragmentation and misinformation.
- RTÉ is relevant. The recent JNLR results confirm RTÉ Radio 1 is number one for 35-54s and that 2fm is number one for 15--34s
- RTÉ is popular. At the end of 2024, RTÉ had shown 42 of the top 50 most watched programmes in Ireland.
- RTÉ is competing. At year end 2024, we had seen a 44% increase in usage of the RTÉ Player delivering a staggering 144m streams
- RTÉ is public service. We continue to deliver incredible shared moments to the country including major live sporting events such as the Olympics and unrivalled coverage of the most recent General Election;
- And RTÉ is supporting giving back. Through the generosity of the Toy Show audience, over €5m was raised to help charities across the country through the RTÉ Toy Show Appeal, and in 2024 we supported over 170 arts and cultural organisations across the country through the RTE Supporting the Arts scheme.

Transformation is not always delivered through large scale initiatives such as the Voluntary Exit Programme; it is also achieved through multiple day-to-day decisions which generate a strategically aligned outcome and a better organisation.

The trust placed in us by the public, our staff, and our stakeholders is essential to our role as Ireland's national public service media organisation and it is something that I and my colleagues on RTÉ's Leadership Team are committed to restoring, along with the Chair of the Board of RTÉ, Terence O'Rourke and members of the Board of RTÉ. We are earning that trust back day by day through what we do and how we act; trust in our news and current affairs coverage is now back at the same levels as pre-crisis. We are committed to ongoing reform and to ensuring that RTÉ serves the public interest with honesty, independence, and clarity of purpose. And while there will inevitably be issues which arise along the way, stronger governance, a clear strategy, and clarity of medium-term funding will ensure that RTÉ is well placed to transform and evolve into an organisation we can all believe in, collectively.

Thank you.

Appendix A: PRSI Classification and related current and legacy employment issues

(1) Number of cases

Following the Evershed process (a review that was commissioned by RTÉ in 2018 to address concerns about the employment status of freelancers and contractors which involved commissioning the law firm Eversheds Sutherland to examine the relationship between RTÉ and a number of individuals to determine whether they should have been classified as employees) the Department of Social Protection (DSP) requested RTÉ to disclose to them a summary of:

“every person who provided a service to RTÉ in 2018, 2019 or 2020 and who is not or was not treated as an employee (A class PRSI being returned) in any of those years”

The basis of preparation for the data submitted was the total amounts paid to all limited companies and sole traders on the Peoplesoft system for the years 2018, 2019 and up to 30th June 2020. The total population of such individuals was 695. Separately, several individuals that were engaged by RTÉ as independent contractors at some point historically contacted DSP seeking an investigation. As some of these individuals were RTÉ employees prior to 2018 and/or some of them were no longer engaged by RTÉ as contractors in 2018-2020 the overall population of cases to be reviewed grew to **705** cases.

According to DSP once they reviewed the lists the total number of cases to be investigated or determined by them is **655**.

(2) Number of cases

82% of the total number of cases have been resolved through the work carried out by DSP and RTÉ. These can be broken down as outlined (Q4) below

(3) Overall percentage of cases settled

	Number	Percentage	Settlement
Total Cases – subject to determination/investigation by DSP	655	100%	
Total Cases Settled	143	22%	€3.2m to DSP and €1.05m to Revenue Commissioners

Total Cases correct classification according to DSP	388	60%	€0.0m
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Cases Outstanding	124	18%	O/S

(4) Cost to RTÉ of Scope Exercise

Social welfare appeals and general legal advices - €471,678.39 (2022 to date)

Legal advices relating to high court cases - €165,711.04 (2022 to date)

Other advices (e.g. tax) - €157,849 (2022 to date)

PRSI Liability (as outlined above) - €3,242,750.01

Payments to Revenue Commissioners (as outlined above) : €1.05 million.

(5) Envisaged cost of Scope Exercise and settlements upon completion / determination of all cases

The provision estimated at the year-end was €22,643,408. RTÉ have made post year-end payments to DSP (€1.1m) and Revenue (€0.5m) totalling €1,643,692. The provision at the end of April is €20,999,716. There is also a related legal provision of €1m.

(6) Envisage timeline to conclude process

It is envisaged that the detailed work on this project will be completed during the 2025 calendar year.

However, there are some cases which have been referred into the High Court (Limited Companies) and other Statutory Appeals which have yet to be heard.

The overall process will conclude when the outcome of these proceedings is known.

(7) Liaison with DSP – frequency as per EAC finding / recommendation.

RTÉ has had intensive engagement with DSP over the last 14 months which has positively facilitated accelerated progress in completion DSP investigation.

Appendix B: RTÉ Redundancy Schemes (copy of staff information provided below as issued on 23 April 2025)

Dear colleagues,

Further to recent communications, RTÉ's Voluntary Exit Programme (VEP) 2025 is open from today, Wednesday 23rd April. This VEP comprises a Voluntary Severance (VS) and Voluntary Early Retirement (VER) scheme and is open to employees who will have completed at least two years' continuous service on the date your employment ceases. Applications will be accepted until 5pm on Friday 23rd May.

Full details, including terms are available in the RTÉ VEP 2025 Information Booklet e , which also includes a Q&A which covers some important questions, and the official application form. An Irish language version is available and the online application form is provided.

Please note the following:

- While the Department of Public Expenditure NDP Delivery and Reform has given RTÉ approval to operate a VEP this year, any future VEP, if approved could be less financially beneficial than the one we are opening today.
- All applications will go through a five-stage review process throughout the coming months, with final decisions on all applications being made by the Leadership Team and final oversight by the RTÉ Board's Remuneration and Management Development Committee.
- Applications will be approved only where a robust business case is made, and it is confirmed that the role can be suppressed or that equivalent savings can be made by suppressing an alternative post and/or redeploying an employee into that role.
- Communication of final decisions will commence from 1st September, with exits of successful applicants taking place on 31st October, 30th November and 31st December.

A Steering Group is being put in place to oversee this Voluntary Exit Programme at all stages, comprising the following (or their nominees): RTÉ's Director of HR, Eimear Cusack; RTÉ's CFO, Mari Hurley; RTÉ's Deputy Director-General, Adrian Lynch; RTÉ's Head of Content Transformation, Niamh O'Connor; HR and Finance Project Leads (TBC); a representative(s) from McCann Fitzgerald Solicitors (independent external oversight of this VEP).

Important dates:

- From 23rd April - Applications will be acknowledged, logged and tracked centrally by RTÉ's HR team who are available to answer VEP queries at hrvp@rte.ie. Preliminary reviews will begin by the Divisional Heads and the appropriate Head of HR.
- Friday 23rd May - RTÉ VEP 2025 closes at 5.00pm.
- Monday 26th May – Friday 20th June: Divisional reviews will take place with cross-division alignment.
- Friday 20th June – Tuesday 29th July: Financial modelling and analysis will take place, along with ongoing reviews by RTÉ's Leadership Team (LT).
- Thursday 31st July: Final decisions made by RTÉ's LT.
- Thursday 7th - Friday 15th August: RTÉ will submit these decisions to the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media for review vis-a-vis agreed terms.
- Wednesday 20th - Monday 25th August: The Remuneration and Management Development Committee of the RTÉ Board (REMCO) will review and confirm approved and declined VEP applications.
- From Monday 1st September: Communication of final decisions to applicants. This will include both 'Yes' and 'No' responses.

Our HR team is also available to answer your questions via hrvp@rte.ie. We would ask that you take time to fully review the information booklet before contacting the team. You can also access details on our dedicated RTÉ VEP SharePoint page [here](#).

Many thanks,
Kevin

KEVIN BAKHURST
DIRECTOR-GENERAL, RTÉ

Dear colleagues,

RTÉ's VEP 2025 is now closed. I can confirm that we received a total of 325 applications.

As you know, this VEP comprises a Voluntary Severance (VS) and Voluntary Early Retirement (VER) scheme and was open to employees who will have completed at least two years' continuous service on the date their employment ceases.

Applications will be approved only where a robust business case is made, and it is confirmed that the role can be suppressed or that equivalent savings can be made by suppressing an alternative post and/or redeploying an employee into that role.

Applicants can choose to accept or decline an offer of VS or VER.

Where decisions are straightforward and approved by RTÉ's Leadership Team and the RTÉ Board's Remuneration and Management Development Committee, we will make every effort to allow these people leave the organisation as early as is practical, without unduly impacting our operations.

All applications will go through a five-stage review process throughout the coming months, as previously outlined, with final decisions on all applications being made by the Leadership Team and final oversight by the RTÉ Board's Remuneration and Management Development Committee.

Review of applications has already commenced.

Communication of final decisions will commence from 1st September, with exits of successful applicants taking place on 31st October, 30th November and 31st December.

Thanks,
Kevin

KEVIN BAHURST
DIRECTOR-GENERAL

HR Update: Irish language grades in RTÉ Raidió na Gaeltachta / Gráid Ghaeilge in RTÉ Raidió na Gaeltachta (as issued on 12th July 2024)

Dear colleagues,

Please see below a communication just issued to our colleagues in RTÉ Raidió na Gaeltachta following a review of the three Irish language grades - Clár Reachtaire, Reachtaire Rúnaíochta Grade 1 and Reachtaire Rúnaíochta Grade 2.

Many thanks,

Eimear

EIMEAR CUSACK
DIRECTOR OF HR

A Chomhghleacaithe, a chairde,

Tá áthas orainn a chur in iúl go mbeidh RTÉ ag tabhairt na dtrí ghrád Gaeilge i RTÉ Raidió na Gaeltachta - Clár Reachtaire, Reachtaire Rúnaíochta Grád 1 agus Reachtaire Rúnaíochta Grád 2 - i gcomhréir le gráid reatha in RTÉ.

Is mar gheall ar athbhreithniú a rinneadh ar na trí ghrád sin, ar RTÉ a bheith ag cur moltaí a rinneadh i dTuarascáil ón Sainchoiste Comhairleach ar Tháillí Conraitheoirí, Acmhainní Daonna agus Nithe Eile i bhfeidhm agus ar an tuarascáil a d'fhoilsigh Comhchoiste Meán an Oireachtais le déanaí an cinneadh seo. Ba mhaith linn buíochas a ghabháil freisin le Grúpa Ceardchumann RTÉ, le bainistíocht RTÉ RnaG agus leis an bhfoireann as an méid atá déanta acu i dtaobh na ceiste agus an chinneadh seo. Leanfaimid orainn ag plé leis na ceardchumainn ionadaíocha maidir leis an bpróiseas feidhmithe.

Tiocfaidh an cinneadh chun na gráid seo a thabhairt i gcomhréir leis na gráid reatha in RTÉ i bhfeidhm ón 1 Meán Fómhair 2024.

Seo a leanas achoimre ar na sonraí maidir leis na trí ghrád sin:

Clár Reachtaire

€50,190 go €67,251 comhlán in aghaidh na bliana an scála tuarastail (amhail an 2 Iúil 2024) do ghrád an Chláir Reachtaire.

Mar thoradh ar an gcinneadh seo, beimid ag tabhairt ghrád an Chláir Reachtaire go dtí an pointe is gaire ar Scála an Léiritheora Raidió (€53,057 - €83,091 comhlán in aghaidh na bliana). Cuirfear scála tuarastail an Léiritheora Raidió i bhfeidhm maidir le gach folúntas a bheidh ann amach anseo do Chlár Reachtaire.

Ní bheidh aon athrú ar theideal ná ar dhualgais an Chláir Reachtaire agus beidh na solúbthachtaí a chuirtear ar fáil do RTÉ leis an ról reatha i gcomhréir le comhaontuithe reatha a bhaineann le ról an Chláir Reachtaire agus le comhaontuithe ábhartha eile (e.g. na Prionsabail Threoracha). Tá solúbthacht agus éagsúlacht dhualgais an Chláir Reachtaire ríthábhachtach do mhúnla léirithe RnaG.

I gcomhréir le scála tuarastail an Léiritheora Raidió:

- Tiocfaidh ardú ar líon na n-uaireanta oibre do gach Clár Reachtaire go dtí 88 uair an chloig comhlán in aghaidh na coicíse (85 uair an chloig in aghaidh na coicíse faoi láthair).
- Tiocfaidh ardú ar an tsaoire bhliantúil ó 22 lá go 23 lá, agus dá réir sin, ardóidh sé sin go dtí 26 lá in aghaidh na bliana (tar éis 5 bliana)
- Ní bheidh aon athrú ar shaoire chúitimh (TOIL) – ní thiocfaidh TOIL i gceist anois áfach ach tar éis 88 uair an chloig in aghaidh na coicíse
- Sealobair – ní bheidh sealobair i bhfeidhm i ndáil leis na ról Clár Reachtaire ná Léiritheoir Raidió
- Is é an 1 Meán Fómhair 2024 an dáta éifeachtach chun an grád seo a thabhairt i gcomhréir leis na gráid reatha in RTÉ. Déanfar gach dáta incriminteach amach anseo a ailíniú leis an dáta sin, i.e. is é an 1 Meán Fómhair 2025 an chéad dáta incriminteach eile nuair is infheidhme.

Reachtairé Rúnaíochta Grád 1 agus Grád 2

€31,399 - €41,232 comhlán in aghaidh na bliana an scála tuarastail (amhail an 2 Iúil 2024) do Reachtairé Rúnaíochta Grád 1 agus €28,814 - €36,431 comhlán in aghaidh na bliana an scála tuarastail do Reachtairé Rúnaíochta Grád 2.

Mar thoradh ar an gcinneadh seo, beimid ag tabhairt ghrád an Reachtairé Rúnaíochta Grád 1 agus an Reachtairé Rúnaíochta Grád 2 go dtí an pointe is gaire ar Scála an Chomhordaitheora Craolacháin Raidió (€33,794 - €50,656 comhlán in aghaidh na bliana). Cuirfear scála tuarastail an Chomhordaitheora Craolacháin Raidió i bhfeidhm maidir le gach folúntas a bheidh ann amach anseo do Reachtairé Rúnaíochta.

Fanfaidh teideal agus dualgais an Reachtairé Rúnaíochta gan athrú agus beidh na solúbthachtaí a chuirtear ar fáil do RTÉ faoi láthair leis an ról i gcomhréir le comhaontuithe reatha a bhaineann le ról an Reachtairé Rúnaíochta agus le comhaontuithe ábhartha eile (e.g. na Prionsabail Threoracha). Tá solúbthacht agus éagsúlacht dhualgais an Reachtairé Rúnaíochta ríthábhachtach do mhúnla léirithe RnaG.

I gcomhréir le scála tuarastail an Chomhordaitheora Craolacháin Raidió:

- Ní bheidh aon athrú ar líon na n-uaireanta oibre in aghaidh na coicíse - 82.5 uair an chloig
- Ní bheidh aon athrú ar an tsaoire bhliantúil - 22 lá (23 lá tar éis 5 bliana)
- Ní bheidh aon athrú ar ragobair
- Is é an 1 Meán Fómhair 2024 an dáta éifeachtach chun na gráid seo a thabhairt i gcomhréir leis na gráid reatha in RTÉ. Déanfar gach dáta incriminteach amach anseo a ailíniú leis an dáta sin, i.e. is é an 1 Meán Fómhair 2025 an chéad dáta incriminteach eile nuair is infheidhme.

Má tá aon cheist agat nó má theastaíonn tuilleadh soiléiriú uait, déan teagmháil liom féin nó le Annette Malone nó Suzanne O'Toole ó AD.

Le buíochas,

Gearóid Mac Donncha agus Eimear Cusack

GEARÓID MAC DONNCHA - CEANNAIRE RnaG
EIMEAR CUSACK - STIÚRTHÓIR ACMHAINNÍ DAONNA

Dear colleagues,

We are pleased to let you know that RTÉ will be bringing the three Irish language grades in RTÉ Raidió na Gaeltachta - Clár Reachtaire, Reachtaire Rúnaíochta Grade 1 and Reachtaire Rúnaíochta Grade 2 - into line with existing grades in RTÉ.

This decision follows a review of these three grades, RTÉ's implementation of the recommendations in the Report by the Expert Advisory Committee on Contractor Fees, HR and Other Matters and the recently published report by the Joint Oireachtas Media Committee. We would also like to thank RTÉ's Trade Union Group and RTÉ RnaG management and staff for their contributions relating to this decision. We will continue to engage with the representative trade unions on the implementation process.

This decision to bring these grades into line with existing grades in RTÉ will be effective from 1st September 2024.

The summary detail in relation to these three grades is as follows:

Clár Reachtaire

The salary scale (as of 2nd July 2024) for the Clár Reachtaire grade is €50,190 to €67,251 gross per annum.

As a result of this decision, we will be bringing the Clár Reachtaire grade to the nearest point on the Radio Producer Scale (€53,057 - €83,091 gross per annum). All future Clár Reachtaire vacancies will have the Radio producer salary scale applied to them

The Clár Reachtaire title and duties will remain unchanged and will continue to hold the flexibilities that the current role provides to RTÉ in line with existing agreements relating to the Clár Reachtaire role and other relevant agreements (e.g. the Guiding Principles). The flexibility and variety of the duties of the Clár Reachtaire role is crucial to RnaG's production model.

In line with the Radio Producer salary scale:

- Hours will increase for every Clár Reachtaire to 88hrs gross per fortnight (currently 85hrs per fortnight).
- Annual leave will increase from 22 days to 23 days, and will in turn increase to 26 days per annum (after 5 years)
- There will be no change to TOIL – however, TOIL will now only apply after 88hrs per fortnight

- Shift – does not apply to the Clár Reachtaire or Radio Producer roles
- Effective date for bringing this grade in line with existing grades in RTÉ will be 1st September 2024. All future incremental dates will be aligned to this date, i.e. the next incremental date will be 1st September 2025 where applicable.

Reachtairé Rúnaíochta Grade 1 and Grade 2

The salary scale (as of 2nd July 2024) for Reachtairé Rúnaíochta Grade 1 is €31,399 - €41,232 gross per annum and for Reachtairé Rúnaíochta Grade 2 is €28,814 - €36,431 gross per annum.

As a result of this decision, we will be bringing the Reachtairé Rúnaíochta Grade 1 and Grade 2 to the nearest point on the Radio BCO salary scale (€33,794 - €50,656 gross per annum). All future Reachtairé Rúnaíochta vacancies will have the Radio BCO salary scale applied to them. The Reachtairé Rúnaíochta title and duties will remain unchanged and will continue to hold the flexibilities that the role current provides to RTÉ in line with existing agreements relating to the Reachtairé Rúnaíochta role and other relevant agreements (e.g. the Guiding Principles). The flexibility and variety of the duties of the Reachtairé Rúnaíochta role are crucial to RnaG's production model.

In line with the Radio BCO salary scale:

- No change in hours per fortnight - 82.5 hrs
- No change in annual leave - 22 days (23 days after 5 years)
- No change to overtime
- Effective date for bringing these grades in line with existing grades in RTÉ will be 1st September 2024. All future incremental dates will be aligned to this date, i.e. the next incremental date will be 1st September 2025 where applicable.

If you have any questions or need further clarification, please contact me, or Annette Malone or Suzanne O Toole from HR.

Many thanks,

Gearóid MacDonncha and Eimear Cusack

GEARÓID MACDONNCHA - CEANNAIRE RnaG

EIMEAR CUSACK - DIRECTOR OF HR

NUJ hails major breakthrough as Irish language journalists win pay parity

12 Jul 2024

All staff employed at the Irish language service RTÉ Raidió na Gaeltachta will now enjoy pay parity with journalists working in the English language services.

This follows an announcement made on 12 July 2024. The improved payment in terms and conditions will come into effect from September.

The three Irish language grades in RTÉ Raidió na Gaeltachta - Clár Reachtair, Reachtair Rúnaíochta Grade 1 and Reachtair Rúnaíochta Grade 2 - are to be brought into line with existing grades in RTÉ.

The development follows a long running campaign by the NUJ, SIPTU and the RTÉ Group of Unions and is in line with the recommendations in the report by the Expert Advisory Committee on Contractor Fees, HR and other matters, the report by the Joint Oireachtas Media Committee and the report of the Future of Media Commission.

Séamus Dooley, NUJ Irish Secretary said:

“This is a long overdue development. For years the NUJ has been demanding pay parity for our members at Raidió na Gaeltachta. The issue has dominated many debates at union conferences and we highlighted the unjust pay anomalies at every opportunity, including in our submission to the Future of Media Commission. Indeed in campaigning for a media commission, the situation of Raidió na Gaeltachta was highlighted. We welcome the proactive approach of the director general Kevin Backhurst and look forward to working with the HR team and local management in implementing the new pay structure. In the meantime, we will be consulting with our members on any questions they may have.

“This is a good day for Raidió na Gaeltachta and for the NUJ. It shows the power of persistence. It is regrettable that it has taken so long to recognise the equal contribution of Raidió na Gaeltachta broadcasters, who have shown themselves to be innovative, adaptable and totally committed.”

The grades combine a range of journalistic and production skills and differ only in title. The announcement is a reminder of the important contribution made by Irish language journalists across RTÉ and the vital role of public service broadcasting in promoting the Irish language.

Appendix D: Temporary Wage Subsidy Scheme

- In 2024, RTÉ undertook a review of its eligibility for the Temporary Wage Subsidy Scheme ('TWSS') during the period 26 March – 31 August 2020.
- Background to scheme: In March 2020, the Government introduced measures to provide financial support to workers and companies affected by the global pandemic. Part 7 of the Emergency Measures in the Public Interest (COVID-19) Act 2020 provided that the TWSS was available in situations where the business of an employer has been adversely affected to a significant extent. As part of reviewing its eligibility for the TWSS in March 2020, RTÉ engaged in a reforecast of its original 2020 budget and considered the expected reduction in both commercial and licence fee income. Based on this analysis, RTÉ satisfied itself as to its eligibility for the scheme.
- There were 18 versions of Revenue's Frequently Asked Questions ('FAQ') issued over a five month period to provide clarity on aspects of the TWSS. Version 16 of the FAQs (in June 2020) is particularly relevant as it included some additional language on eligibility.
- RTÉ's recent review highlighted that, following the publication of V16, RTÉ should have reassessed its eligibility to continue to participate in the scheme based on this new guidance. Having reviewed the actual 2020 data in conjunction with its tax advisers, RTÉ is of the view that it should have ceased claiming the TWSS from 30 June 2020 on the basis that it did not meet the criteria for continued participation in the scheme, based on the guidance provided by V16 the FAQs.
- In light of the above and the review undertaken, RTÉ repaid the TWSS subsidy for the periods July and August 2020. This, together with the PRSI that would have been due had the Subsidy not been claimed, amounted to €2.4m. RTÉ made a total payment of €2.7m to Revenue (being this repayment plus interest and a penalty).
- This resulted in a net credit to the income statement of €2.6 million during 2024 as RTÉ had previously provided for full repayment of all amounts received for its participation in the scheme.