

**Raidió Teilifís Éireann**  
**Minutes of the Meeting of the Board of RTÉ**  
**held on Thursday 6 February 2025 at 10am at RTÉ and via Teams**

Present: Terence O'Rourke (Chair) (TOR)  
Kevin Bakhurst (DG)  
Noreen O'Kelly (NOK)  
Terri Moloney (TM)  
Aideen Howard (AH)  
Neasa Hardiman (NH)  
Susan Ahern (SA)  
David Harvey (DHA)  
Jonathan Ruane (Teams) (JR)  
Shirley Bradshaw (SB)

In Attendance: Eimear Cusack (Dir of HR) (Item 5) (EC)  
Adrian Lynch (Deputy DG) (Item 6) (AL)  
Grace Berkery (Hd of Strategy) (Item 6) (GB)  
Mari Hurley (CFO) (Item 7) (MH)  
Gavin Deans (Comm. Dir) (Item 7) (GD)  
Troy Bannon (Hd of Property & Services) (Item 8&11.2) (TB)  
Steve Carson (Dir of Video) (Item 12) (SC)  
David Crean (Acting Hd of Drama) (Item 12.1) (DC)  
Dermot Horan (Dir of Acquisitions) (Item 12.1) (DHO)  
Alan Tyler (Gp Hd Entertainment) (Item 12.4) (AT)  
Robert Shortt (Company Secretary) (RS)

**1&2. Declarations of Interest, Minutes & Matters Arising**

There were no declarations of interest. The minutes of the meeting of 28.11.24 were approved. There were no matters arising. Progress on the Action Tracker was noted. It was agreed that the Executive Director and Chair of 2rn would be requested to present before the Board at its June meeting. SA requested that the Board's annual meeting with the Audience Council be scheduled for May/June. ACTION.

The Chair acknowledged the contribution of Daire Hickey to the work of the Board and wished him well in the future.

**3. Director General's Report & ILT Minutes**

KB and TOR told the Board about their recent meeting with the new Minister.

KB updated the Board on the Strategy and the recent formal engagement with Savill's to progress work on Cork and plans for Montrose. [REDACTED]

The coverage of the general election from both a technical and editorial perspective was acknowledged and widely commended. The new 2fm line up and the latest JNLR figures were also commended.

Competition for the rights to cover League of Ireland matches was discussed.

The Board was brought up to date on progress on the cultural framework and the commissioning of a survey from Culture Amp.

#### **4. Committees & Subsidiaries**

TOR outlined the work of the REMCO which included a recent presenter appointment and ongoing work on the RTÉ remuneration policy.

KB added that he had received the objectives of the Leadership Team and would bring them to the Board. **ACTION.**

NOK told the Board about the ARC's Sustainability Reporting training session and updated the Board regarding the external and internal co-source audit tenders and the annual report process. It was agreed that a briefing to ARC on the Prominence and Discovery risk would come to the full Board in March. **ACTION.**

SA told the Board about the recent replacements of members of the Audience Council and requested the 2025 Commitments, once approved and agreed with the Department, would be provided to the Audience Council. **ACTION.**

AH noted the commission proposals before the Board which had been reviewed and recommended for approval by the Programme Committee at recent meetings.

DHA briefed the Board on the recent CE DAC Board meeting. RTÉ's distribution rights model was questioned and discussed.

#### **5. HR Update**

EC entered the meeting and discussed the Q424 HR report. EC provided an update on Scope and on contract negotiations on the HR system.

NOK asked for more detail on a death-in-service spouse payment and the issues which arose. EC explained the gaps in the system which had been highlighted as a result. A general discussion regarding in-service bereavements in recent years and related insurance matters took place.

EC also informed the Board of a request by the TUG for reengagement on a new pay deal and work ongoing on a new Travel and Subsistence policy to reflect a recent IRT ruling.

*(EC left the meeting)*

## 6. RTÉ Performance Commitments 2025

GB and AL outlined the RTÉ Performance Commitments 2025 which had evolved from the RTÉ Annual Plan 2025 approved by the Board at its November 2024 meeting.

There was some discussion around scoring targets for trust.

The Performance Commitments 2025 were approved subject to some amendments to reflect updated budgetary forecasts.

*(GB and AL left the meeting)* The Board took a short break.

## 7. Financial & Commercial Update

*(MH and GD entered the meeting)*

MH outlined the draft, unaudited year-end results which showed a projected [REDACTED]

[REDACTED] Advice had been sought concerning the provision on Scope and exposure to related legal challenges. Work was ongoing in relation to a review of the DB pension scheme, the audit tenders and GAAGO. The level of preparedness on cyber-security had been positively reviewed by an insurance provider and an engagement with CnaM on funding would commence at the end of February.

GD outlined a good start to the year commercially with the renewal of some key sponsorship deals.

The level of ambition in the budgeted targets was questioned but GD cautioned that the absence of live special events comparable to last year and the delay in the delivery of [REDACTED] meant the targets were still appropriate.

The question of a provision for agency rebates was raised and MH responded that a provision would be recorded for the audit and GD said work for the current year would begin in April.

*(MH and GD left the meeting)*

## 8. Climate Action Update

TB entered the meeting and brought the Board through the metrics on climate action and progress made. The resources required for compliance with CSRD standards were discussed as was the CDP framework. The plan for buildings and property in the New Direction strategy and its implications for climate reporting was noted.

**9. External Board Assessment Recommendations**

TOR brought the recommendations of the External Board Assessment to the attention of Board members and it was resolved that the Chair would engage individually with members to ascertain their priorities and that time would be set aside at subsequent meetings to follow this through.

It was also agreed that the May Board meeting would be held in Cork.

**10. Introduction to General Scheme of a Broadcasting Bill (2024)**

The memo from DC was noted and it was agreed that DC would return to give a full briefing when the Bill was reintroduced to the Dáil.

**11. Financial Authority Approvals**

**11.1 Audience Reaction Panel**

The proposal was approved.

**11.2 Fleet Management Contract**

Board members raised a number of queries to which TB supplied an initial response.

**11.3 Staff Vouchers**

The proposal was approved.

**11.4 Women's Soccer rights**

DMB, AL and SC entered the meeting.

[REDACTED]  
[REDACTED]  
[REDACTED]

[REDACTED]. There then followed a wider discussion of FAI sports rights. Earlier queries regarding the 6 Nations were answered.

The proposal was approved.

*(DMB, AL and SC left the meeting)*

**12. Commissions**

**12.1 Tall Tales**

SC outlined the proposal and was joined by DC and DHO who elaborated further on the contribution of the proposed production to the development of Irish talent.

The role of distribution rights, the ownership of IP and the general financing of the project was also discussed.

The proposal was approved. *(DC and DHO left the meeting)*

### 12.2 On the Beat

The proposal was approved.

### 12.3 Ireland's Fittest Family

The proposal was approved.

### 12.4 The Money List

*(AT entered the meeting)*

The proposal, which had been mentioned at but not reviewed by the Programme Committee, was explained. [REDACTED]

[REDACTED]  
[REDACTED].

The proposal was approved.

## 13. Board Matters

TOR outlined the process currently underway to recruit two new Board members. The skillsets of experience in the transformation of large organisations, Irish language affairs and digital skills had been highlighted as priorities.

## 14. Board Reflection

NH raised her request to be provided with an RTE email address. As there was not unanimity on this, TOR said the incoming CRCO would be consulted about best practice in this regard.

There was a discussion about board papers in general and a request for a better standardisation of formats.

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

[REDACTED]  
[REDACTED]

JR observed there had been no discussion of podcasts or AI in the meeting so far. KB said Patricia Monahan would shortly advertise for a Head of Podcasts position to lead development in this area and the planned News daily podcast was about to be launched. KB agreed that the organisation would need to refocus its attention on AI.

There being no more business to conduct, the meeting ended.

A handwritten signature in cursive script, appearing to read "Green Alonzo".

Signed: \_\_\_\_\_  
Chair