

Raidió Teilifís Éireann
Minutes of the Meeting of the Board of RTÉ
held on Thursday 11 September 2025 at 10am at RTÉ and via Teams

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

In Attendance: Eleanor O'Shaughnessy (CRCO) (EOS)
Mari Hurley (CFO) (MH)
Gavin Deans (Commercial Director) (GD)
Grace Berkery (Head of Corporate Strategy) (GB)
Adrian Lynch (Deputy DG) (AL)
Patricia Monahan (Director of Audio) (PM)
Dan Healy (Head of 2fm) (DH)
Robert Shortt (Company Secretary) (RS)

Apologies: Shirley Bradshaw

1. Agenda & Declarations of Interest

The Agenda was adopted. There were no declarations of interest.

2. Minutes, Matters Arising and Action Tracker

The minutes of the meeting of 17th July were approved. NOK had queries regarding the figures provided for DWTS and RS agreed to follow up. ACTION.

RS updated the Board on the Action Tracker. KB said he would provide a paper on initiatives to reach the 18-24 audience which were already being incorporated into all programming decisions. ACTION.

3. DG's Report and LT Minutes

KB informed the Board of recent changes to senior management. Eleanor O'Shaughnessy has commenced her role as CRCO. JP Coakley had been appointed, on an interim basis, to head up Production and Media Services and would report directly to the DG and would not be a member of the Leadership Team. Richard Waghorn's responsibilities would now be Technology and Property & Services.

Work on procuring a new HR system would continue through the transition from HR Director Eimear Cusack to her successor. The recruitment process had begun.

KB briefed the Board on recent meetings with the Taoiseach and senior government and departmental officials.

An update on potential properties in Cork was given. A business plan would be presented at the October Board meeting. SA suggested that consideration be given to setting aside storage space in plans for the Donnybrook site, given the costs involved in commercial storage facilities.

The success of The Traitors both from an audience and commercial perspective was acknowledged by the Board.

KB informed the Board of a recent town hall meeting with staff and ongoing work to address issues raised in the Culture Amp survey.

KB briefed the Board on the decision regarding RTÉ's non-participation in next year's Eurovision.

The Board discussed issues raised by the decision and emphasised the importance of continuing to provide objective news coverage of events in Gaza.

Board members expressed their support for the decision.

It was agreed that, from now on, the LT minutes once approved would be uploaded to a file on Decision Time. ACTION.

4. Committees & Subsidiaries

TOR updated the Board on a REMCO meeting in July and a meeting in late August at which the Committee approved the VEP process to date.

NOK outlined the issues covered in the most recent ARC meeting, some of which were on the Board agenda.

JR reported on the proceedings of a recent joint meeting of the Strategy and Digital committees. The performance of the Player, particularly over the summer, was briefly discussed by the Board.

AH brought the Board up to date with a recent Programme Committee meeting and a new template for approvals which had been introduced.

SA said the Audience Council had not met since the last Board meeting but was due to reconvene later in September.

5. Cyber Report

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED].

SOS BEAG

The Board took a short break during which Eleanor O'Shaughnessy was introduced to Board members.

6. Financial & Commercial Update

(MH and GD joined the meeting)

MH updated the Board on the July month end management accounts. MH also updated the Board on engagement with lenders on renewing the 2rn and RTÉ loan facilities, which were close to being finalised.

GD briefed the Board on the commercial success of The Traitors and its reach to younger audiences. [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

MH outlined to the Board her plans to reorganise the Finance division. This would fulfill the EAC Recommendation 6.26 and better prepare the organisation for working with the C&AG. Financial systems were also considered in need of improvement and investment would be needed.

The Board supported the plan.

(MH and GD left the meeting)

7. Strategy Update

(GB and AL joined the meeting)

The colour coded system adopted in the New Direction Strategy Tracker was interrogated and discussed by the Board. The Board commended the work done on the Tracker.

SA asked when a decision would be made on Mandatory Sign-In (MSI). AL said a decision had been made to go ahead with MSI but the final language to combine acceptance of both cookies as well as advertising and marketing was still being agreed.

TM asked that a budget be allocated to implement the cultural changes envisioned in the Strategy.

AL provided an update on the progress of the VEP.

The next Strategy update would be in November.

(GB and AL left the meeting)

8. 2fm Strategy

PM and DH joined the meeting. PM set out the strategy for 2fm and provided feedback from recent focus group meetings. Developments in the broader audio market aimed at younger audiences were also discussed.

The Board commended the plans and recommended that the final version would show some reference to the organisation's recently adopted values and more detail on digital plans.

9. Financial Authority Approvals & Commissions

9.1 Avid Airspeed Ingest and Payout Replacement

The proposal was approved.

9.2 Three Rock Antenna Replacement

SA requested that information be provided on the climate-related costs of the proposal and whether any consideration had been given to the recycling of the mast. ACTION. The proposal was approved.

9.3 NBC Universal acquisition contract

The proposal was approved.

9.4 TAM Ireland subscription

The proposal was approved.

10. Board Matters

10.1 Q3 2025 Climate Action Roadmap Update

The Board noted the report and the intention of the Climate Action Update reports to switch to half-yearly updates from 2026.

10.2 Pension Change Approvals

NOK said the proposed changes had been interrogated at ARC and recommended their approval to the Board. The Board satisfied itself with respect to the urgency and necessity of the changes proposed. It was agreed that any changes to benefit structures would return to REMCO for approval. The proposals were approved.

10.3 Board and ARC Dates 2026

There was a request to hold the first proposed Board meeting of 2026 earlier than the suggested date of February 5th. TOR said this would be reconsidered and confirmed at the Board's November meeting. The other proposed dates were approved.

10.4 Board Self-Assessment Questionnaire

TOR emphasised the importance of the Board self-assessment questionnaire as both a requirement of the Code of Practice and a necessary tool for the continual improvement of board procedures. Board members were requested to comply with the deadline of 19th September.

10.5 Board Reflection

The Board reflected on the conduct of the meeting.

Recent correspondence to the Board was discussed. The general principles of dealing with correspondence to the Board were outlined by RS.

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



Signed:

Chair