

Raidió Teilifís Éireann
Minutes of the Meeting of the Board of RTÉ
held on Thursday 12th June 2025, at 10am at RTÉ and via Teams

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

In Attendance: Daniel Coady (Dir of Legal Services) (DC) (5)
Mari Hurley (CFO) (Teams) (MH) (6)
Gavin Deans (Dir of Commercial) (GD) (6)
Vivienne Flood (Head of Public Affairs) (VF) (7)
Orla Lydon (Project Manager) (OL) (8.1)
Niamh Kelly (Playout & Distribution Infrastructure Manager) (NK) (8.1)
Paul Loughrey (Hd of Audience & Insights) (PL) (8.2, 8.3)
Gareth Ivory (Hd of Measurement & Specialist Research) (GI) (8.2, 8.3)
Peadar Faherty (Hd of Internal Audit) (PF) (8.4, 9.3)
Robert Shortt (Company Secretary) (RS)

Apologies: Jonathan Ruane

1. Declarations of Interest

There were no declarations of interest.

2. Minutes, Action Tracker and Matters Arising

The Minutes of the meeting of May 15th were approved. Progress on the Action Tracker was noted. There were no matters arising.

It was noted that the AR24 had been completed and had been sent to the Department. The Comprehensive Report to the Minister and the Code of Practice Checklist had also been delivered.

The Board acknowledged the good work done by the Finance Department in finishing the annual reporting process a month ahead of last year with a greater number of disclosures.

3. DG Report & LT Minutes

The DG and Chair reported on the recent RTÉ appearance before the JOC Media, Communications, Culture & Sport. KB also outlined a second appearance before the Committee by a delegation from RTÉ as part of the pre-legislative scrutiny of the Revised General Scheme of the Broadcasting (Amendment) Bill 2025.

The provision in the Bill relating to a minimum 25% spend on independent productions was highlighted as particularly consequential for RTÉ from a financial perspective over the medium term.

The progress of the VEP scheme was discussed.

KB outlined the terms of the recently negotiated pay deal with the TUG, brokered through the IRT, which would now go to ballot.

SB raised the issue of those on lower levels of pay in the organisation. The terms of the pay deal and the extent to which it addressed those on lower pay was discussed.

TM said the introduction of the WTW framework would provide the data for a more systematic approach to this issue.

[REDACTED]

[REDACTED] KB also mentioned that RTÉ had recently hosted a successful EBU technical summit on the Montrose campus. KB would attend the EBU General Assembly in July, where the issue of the Eurovision voting system was expected to be discussed.

[REDACTED]

The Board acknowledged the work that had gone into the recent RTÉ Investigates documentary into nursing homes.

[REDACTED]

4. Committees & Subsidiaries

4.1 ARC:

NOK informed the Board of proceedings at the last meeting of the ARC which included risk analyses on content relevance and lessons learned from the EY report into ERP. The issue of more input from Legal at the procurement stage of major projects was noted.

4.2 Audience Council:

SA thanked those members of the Board who attended the recent presentation from the Audience Council. The Board discussed the issues around diversity raised in the presentation. The use of data from the Geena Davis Institute was also discussed. SA said the AC would continue to run with this theme for the remainder of its term. SA also drew the attention of the Board to the submission by the AC to the JOC pre-legislative scrutiny of the General Scheme and the overwhelming view from members of the AC to remain within RTÉ.

TOR thanked AH for agreeing to be the Board's nominee on the RTÉ steering committee for its centenary plans.

5. General Scheme of the Broadcasting (Amendment) Bill 2025

(DC joined the meeting)

DC outlined RTÉ's submission to the pre-legislative scrutiny of the General Scheme.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

(DC left the meeting)

The Board took a short break.

6. Financial & Commercial Update

(MH and GD joined the meeting)

MH presented the April management accounts [REDACTED]

[REDACTED] LF income also performed better than budgeted, mainly due to improved DSP funding. However, there was a lack of clarity on the timing of additional government funding.

The pay deal and its implications for PROC costs were discussed. [REDACTED]

[REDACTED]

[REDACTED]

Engagement with the Department and NewERA on a range of pension issues was ongoing but there was no update regarding the Board's support for a recommendation of an increase in the DB annual payments.

[REDACTED]

Radio One had now been incorporated into the Triton system and Lyric's listeners had been found to be in excess of those indicated by the current JNLR figures. GD said he would return to the Board in relation to some issues regarding pop-up messages.

[REDACTED]

(GD and MH left the meeting)

7. Cultural Framework & RTÉ Values Statement

(VF joined the meeting)

VF outlined the work involved in the rollout of RTÉ's Cultural Framework and the process which arrived at the values encapsulated in the Cultural Charter before the Board.

The Board approved and endorsed the Cultural Charter and its implementation as a living document across the organisation, including the Board itself.

The Board was appraised of the findings of the Culture Amp survey and discussed its results.

SB queried some of the protections around anonymity.

Members of the Board acknowledged the relatively high response rate but noted the negative findings which were discussed.

TM said it was important for the organisation to reflect on the findings before consideration was given to a response to the issues raised and that this level of feedback was not common. SB conveyed the perception of staff in some divisions that, culturally, substantive contact between management and staff had eroded over time.

The intention of the DG to present the results at a townhall with staff was supported by the Board.

8. Financial Authority Approvals

8.1 Pre-Tender Presentation Video Routing System

The proposal was approved.

8.2 JNLR Contract

8.3 TAM Pre-Tender Note

(PL and GI joined the meeting)

Both the JNLR and TAM proposals were outlined to the Board. The context of the evolving technologies to deliver both audio and video content, and the efforts to reliably measure these were discussed.

The proposals were approved.

8.4 PWC IA Co-Source Contract

The contract was approved.

9. Board Matters

9.1 EAC Recommendations

RS presented the EAC recommendations which would be described as 'Completed' in the upcoming quarterly submission by RTÉ. It was decided KB would provide a Memo to the Board for it to consider its view on Recommendation 6.26 regarding RTÉ's organisational structure. **ACTION.**

9.2 Board Excellence Ireland Action Plan

RS outlined progress to date on the implementation of the recommendations of the Board Excellence Ireland review of the RTÉ Board.

NOK suggested a half-day meeting be scheduled to run after one of the Autumn 2025 Board meetings to fulfill Recommendation 2 to '...set the ambition, re-evaluate strategy and agree the means and metrics for execution, discuss the board work programme...'

RS agreed to schedule.

9.3 Disclosures Policy

The Board approved the revised Disclosures Policy to incorporate a new contact line provider. TM suggested that the Cultural Charter values would be incorporated into the policy when next revised. This was agreed. **ACTION.**

10. Board Reflection

The Board discussed some of the issues raised at the meeting.

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

Signed:



Chair