

Raidió Teilifís Éireann
Minutes of the Meeting of the Board of RTÉ
held on Thursday 17 July 2025 at 10am at RTÉ and via Teams

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

In Attendance: Eimear Cusack (Dir of HR) (Teams) (EC) Items 5&6
Richard Waghorn (Dir of Ops & Tech) (RW) Items 5, 9, 10, 11.1
Emer Conlon (Hd of Project Mgt) (ECO) Item 5
Mari Hurley (CFO) (MH) Items 8, 9
Gavin Deans (Dir of Commercial) (GD) Item 8
Mike Byrne (Chair 2rn) (MB) Item 9
Mick Kehoe (Exec Dir 2rn) (MK) Item 9
Michael Kennedy (Mgr Cloud, Network & Security) (MK) Items 10, 11.1
Steve Carson (Dir of Video) (SC) Items 11.6, 11.7
Alan Tyler (Gp Hd of Entertainment) (AT) Item 11.7
Ray McCarthy (Commissioning Ed Popular Factual) (RMC) Item 11.6
Sean Mac Giolla Phadraig (Managing Ed Video) (SMGP) Item 11.6
Robert Shortt (Company Secretary) (RS)

Apologies: Neasa Hardiman

1. Agenda and Declarations of Interest.

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

2. Minutes, Action Tracker and Matters Arising

The minutes of the meeting of 12th June were approved. There were no matters arising.

Progress on the Action Tracker was noted. An addendum to the DG's note on the restructuring of the organisation was requested to reflect planned revisions to financial reporting lines. **ACTION.** It was agreed that the Board would receive a briefing on work in RTÉ Archives in the Autumn. **ACTION.**

3. DG Report & LT Minutes

KB brought the CnAM one and five year reviews on funding to the attention of the Board. KB also updated the Board on the VEP process and the early results from using Triton to track audio.

A recent delay in the rollout of the NewsApp was discussed.

KB informed the Board of the proceedings of the EBU General Assembly and the discussions held regarding the Eurovision.

4. Committees & Subsidiaries Reports

DH brought the Board up to date with the recent 2rn Board meeting.

SA brought the Board up to date with the recent meeting of the Fair Trading Committee where no complaints had been received. An updated draft of the revised Fair Trading Policy was expected before the September board meeting.

SA also informed the Board that the Audience Council's report had been delivered to the Minister, in accordance with the requirements of the Broadcasting Act (2009).

NOK brought the Board through the recent ARC meeting. NOK highlighted the ongoing work on Purchase Orders.

TOR updated the Board on the recent REMCO meeting which included the DG review and the adoption of the objectives of the Leadership Team.

AH noted for the Board the circumstances which prevented the two commissions before it for approval from going through the Programme Committee, as would be the normal process for such commissions.

5. Review of the new HR System Project

(EC, RW and ECO joined the meeting)

[REDACTED]

[REDACTED]

TM said the project team's due diligence had paid off. KB added his view that the process had worked, and the pitfalls of the last project had been avoided.

(RW and ECO left the meeting)

6. HR Q2 2025 Update to the Board

EC outlined the main features of the HR Q2 2025 Update to the Board. EC also updated the Board on the VEP process and recent cases at the Workplace Relations Commission.

EC told the Board about a recent successful Pride event in the Canteen in Montrose. KB added his appreciation of the recent Internship and Jumpstart Programmes. SA requested that a presentation on these initiatives would be given to the Audience Council. ACTION.

(EC left the meeting)

7. Sos Beag

The Board took a short break.

8. Financial & Commercial Update

(MH and GD joined the meeting)

[REDACTED]
[REDACTED].

The timing of additional funding from the Department was discussed.

The savings made on PROCs was highlighted. MH expected most of this would be maintained through the year, but the late start to the VEP would mean a significant budgeted saving in the second half of this year would not materialise.

[REDACTED]
[REDACTED].

A grid of 15 horizontal black bars of varying lengths, arranged in three rows of five. The bars are solid black and set against a white background. The lengths of the bars decrease from left to right in each row, with the first bar in each row being the longest and the fifth bar being the shortest. The grid is centered on the page.

(GD left the meeting)

9. 2rn Introduction & Operational Update

(RW, MB and MK joined the meeting)

MB gave the Board an outline of 2rn's main activities and its evolving business, regulatory and technological environment.

Its role in the maintenance of and planning around the State's radio spectrum assets was particularly highlighted. Its regulated business model was explained and its good and appropriate relationship with the regulator, ComReg, set out.

The question of the future of Saorsat was briefly discussed. The company's investment in SigFox was outlined.

There was some discussion of the possible future direction of 2rn and the future of terrestrial broadcasting.

It was requested that the slides of MB's presentation would be provided to the Board and this was done.

(MB and MK left the meeting)

10. Cyber Update

(MK joined the meeting)

MK informed the Board of two new systems installed which had reduced phishing incidents and other IT security breaches. RW told the Board of additional resources and the re-running of cyber awareness training in the Autumn,

NOK commended the initiatives and encouraged continuous improvement and asked that the Cyber response plan be road tested.

Methods to increase the take up of mandatory cyber awareness training were discussed. RTÉ's high score on the MS Mission 65 standard was commended.

[REDACTED]

RW also said that the RTÉ Board needed to be trained as part of the preparations for NIS2 and this would be discussed with the Company Secretary. ACTION.

[REDACTED]

[REDACTED]

II. Financial Approvals & Programme Commissions

II.1 Cyber DPS

The proposal was approved. MK and RW left the meeting.

II.2 Set Construction & Refurbishment Framework

The proposal was approved pending additional information on the duration of the tendering process and purchase compliance.

II.3 Set Storage & RTÉCO Transport & Storage

The proposal was approved pending additional information on the duration of the tendering process and purchase compliance.

11.4 URC Production Contract

The proposal was approved.

11.5 RTÉ Waves/Audio App

[REDACTED]

[REDACTED]. The proposal was approved.

11.6

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

11.7

[REDACTED]

[REDACTED]

[REDACTED]

Country	Percentage of population aged 65 and older (2010)
United States	19.6%
Canada	19.4%
United Kingdom	19.3%
Australia	18.7%
Germany	18.5%
France	18.3%
Italy	18.1%
Spain	17.9%
Portugal	17.7%
Greece	17.5%

12. Board Matters

12.1 Confirmation of GAAGO Compliance with the Code

The Board confirmed that the transaction whereby RTÉ Commercial Enterprises DAC would dispose of its shareholding in GAAGO Media Limited to the GAA complied with all relevant provisions of the Code of Practice for the Governance of State Bodies, and/or EU State Aid Guidelines, as applicable.

The Board was satisfied that a fair market related price had been agreed as informed by an independent valuation in the context of financial due diligence undertaken by RTÉ. The Board was satisfied that RTÉ CE DAC had the necessary capacity to enter into this transaction subject to the necessary consents and approvals having been obtained.

12.2 Board Reflection

The Board discussed the meeting.

12.3 Meeting in the Absence of RTÉ Executives
(KB and RS left the meeting)

The Board discussed matters.

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


Signed: _____

Chair