

Raidió Teilifís Éireann
Minutes of the Meeting of the Board of RTÉ
held on Thursday 23 October 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 (DHA)
Shirley Bradshaw (SB)
Jonathan Ruane (Teams) (JR)

In Attendance: Eimear Cusack (Dir of HR) (EC)
Mari Hurley (CFO) (MH)
Gavin Deans (Dir of Commercial) (GD)
Richard Dowling (FoI Officer) (RD)
Robert Shortt (Company Secretary) (RS)

1. Agenda & Declarations of Interest

The Agenda was adopted. [REDACTED] made a declaration of interest in relation [REDACTED]
[REDACTED]
[REDACTED]

There were no other declarations of interest related to the agenda matters.

2. Minutes, Action Tracker and Matters Arising

The minutes of the meeting of 11th September were approved.

Progress on the Action Tracker was noted. SA suggested that a post-project appraisal of the environmental impact of the Three Rock transmitter renewal be carried out in anticipation of more rigorous environmental reporting standards generally. It was agreed to remove the TAM item from the Tracker until the current related tender was completed. NOK requested that the explanatory note be provided in addition to the capital projects update memo. This was subsequently uploaded to Decision Time.

3. DG Update

KB updated the Board on the VEP and ongoing work to reformulate the classification of headcount. It was expected that headcount would be lower by 100 at year end with an equivalent reduction in FTE's.

The 2025 VEP outcome would be reviewed before any decision to pursue another further programme would be considered. The rules of the scheme and language used in offer documents in relation to future work were discussed as factors in the numbers who took up offers.

The Board asked how the organisation would get to the reduction of 400 in headcount outlined in the Strategy.

KB said this figure would include resignations, retirements and equivalent financial savings. Flexibility in this regard had been raised in discussions with departmental and NewERA officials. The Board expressed the view that it would like more clarity in how a reduction in costs and the numbers employed could be achieved. ACTION.

RTÉ's presence in Cork was discussed. [REDACTED]

[REDACTED]

The Board was informed of the appointment of the Staff Liaison Officer and the ongoing work to translate the findings of the Staff Survey into priorities for action within business divisions and across the organisation.

SB raised the appointment of an IR lead as set out in the IR Reset report. KB said a request for expressions of interest had been issued.

The DG also discussed preparations for the launch of the new Radio One schedule in November and the upcoming General Assembly of the EBU where Israel's participation in the Eurovision Song Contest would be debated.

4. Committees & Subsidiaries

TOR outlined the work carried out by the REMCO which met three times in October to approve appointments in relation to the new Radio One schedule, approval of further offers under the VEP and the quarterly HR Report to the Board.

NOK updated the Board on the issues discussed at the recent meeting of the ARC [REDACTED]
[REDACTED]
[REDACTED]

AH reported on the work of the Programme Committee which oversaw the proposal on Christian Worship before the Board, [REDACTED]
[REDACTED]. The Committee also reviewed its Terms of Reference and concluded that no amendments were necessary.

The Audience Council did not meet since the last Board meeting but SA brought a letter with positive feedback received from the Minister to the attention of board members.

DHA updated the Board on the proceedings of recent board meetings of both RTÉ CE DAC and 2rn.

5. HR Report to the Board

EC joined the meeting and presented the quarterly HR Report to the Board.

Progress in relation to the Scope investigation was outlined [REDACTED]
[REDACTED].

[REDACTED]
[REDACTED].

An update was also provided on the implementation of the EAC Recommendations, management training and recent cases before the WRC.

The Health & Safety report was noted and it was agreed that the H&S Officer would present to the Board in the future.

EC said work was ongoing on organisational charts which were dependent on a reconfiguration of costpools.

(EC left the meeting)

The Board took a short break.

6. Finance & Commercial Update
(MH and GD joined the meeting)

MH brought the Board through the August month-end management accounts and added details from the recently completed September accounts.

[REDACTED]

An updated budget forecast would be provided for the November Board meeting. [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

MH told the Board that refinancing of both the 2rn and RTÉ banking facilities was close to finalisation and would come before the Board for approval.

(MH and GD left the meeting)

7. Freedom of Information Report

RD joined the meeting and presented his report on recent Freedom of Information requests received by the organisation and planned initiatives with regard to the regular release of certain information.

RD outlined and engaged with Board members on their obligations under the Freedom of Information Act (2014). Differences between GDPR-related and FoI requests were explained.

(RD left the meeting)

8. Financial Authority Approvals

The Board discussed the papers supplied for the technology proposals (Items 8.1-8.4) before the Board. Some members considered the papers too detailed while others expressed the view that the level of detail was appropriate. The growing dependence and scale of investment by the organisation on digital infrastructure was discussed. The increased level of inflation in technology services was also discussed. Consideration was given to the details of each proposal.

8.1 Player Software Support

The proposal was approved.

8.2 CDN Stage 2 Tender

The proposal was approved.

8.3 Microsoft Licence Agreement Renewal

The proposal was approved.

8.4 VM Ware (virtual network support)

The proposal was approved.

8.5 Live Subtitles

The paper and RTÉ's statutory responsibilities in the area were discussed.

The proposal was approved.

8.6 Christian Worship

[REDACTED]

AH outlined how the proposal had been before the Programme Committee twice where it was thoroughly interrogated. KB said the proposal would deliver a better service to the public and would cost the organisation less.

The proposal was approved.

8.7 Core LTA 2024

(DHA rejoined the meeting)

Having earlier considered the rationale for the proposal presented by GD, the proposal was approved.

9. Board Matters

9.1 Conflicts of Interest

TOR brought the Board through the existing process of declaring conflicts of interest as it applied to members' statutory obligations, the audit process and as it arose through the course of board business. The question of bringing the detail of any interests declared to the attention of other board members would be decided on a case-by-case basis.

9.2 Results of Board Self-Evaluation

TOR said he would work with the Company Secretary to prepare a paper to respond to issues raised in the Board Self-Evaluation report.

9.3 Corporate Governance Handbook Update

The updates to the Corporate Governance Handbook were outlined by the Company Secretary. The updates were approved.

9.4 Internal Audit Charter

NOK said the Internal Audit Charter had been discussed at the last two ARC meetings and satisfied the Committee. The Charter was approved.

9.5 Fair Trading Policy & Procedures

SA told the Board of the process overseen by the Fair Trade Committee to revise both the Policy & Procedures and the planned training across different sections of the organisation. The Policy and Procedures were approved.

10. Board Reflection

TOR informed the Board of a recent engagement with the Department.

KB updated the Board on a recent meeting with Departmental and NewERA officials. KB also said a report on the future of the Donnybrook site would be brought to the Board when completed.

The Board agreed that four impending approvals would be voted on by resolution following circulation of papers. Meetings would be convened, if members considered it necessary.

JR highlighted online commentary of RTÉ News coverage of recent events and this was discussed by the Board.

The importance of adhering to RTÉ's remit and obligations, the relevance of media literacy and scenario planning for AI-engineered threats were considered. KB said these issues were discussed on a daily basis at editorial level. JR said he would like to see further discussion of these issues at Board level.

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

Signed:



Chair