

**Report on Protected Disclosures received for the
year ending 31st December 2025**

March 2026

Overview

RTÉ is committed to preserving the highest standards of integrity, transparency, probity and accountability, and recognises that everybody working on its behalf plays a key role in achieving these aims.

RTÉ encourages and expects employees and others to report concerns relating to a wrongdoing in the workplace or elsewhere, relating to RTÉ's operations. RTÉ wishes to emphasise that concerns raised will be taken seriously and will be dealt with appropriately and confidentially.

The procedures for raising concerns in relation to wrongdoing and suspected wrongdoing are set out in the RTÉ Protected Disclosures Policy, which is available on RTÉ.ie and prominently posted on the internal intranet site, and referenced in the Employee Handbook.

Policy

The Board of RTÉ approved an updated version of the Protected Disclosures Policy on 12 June 2025. RTÉ has both internal and external reporting channels and procedures in place, as explained in the Policy.

Annual Report

Under Section 22(5) of the Protected Disclosures Act, 2014 (the Act) public bodies are required to publish an annual report setting out the number of protected disclosures received in the preceding year and to detail any action taken, if any. The report must not contain information that may lead to the persons making the disclosures being identifiable.

This is RTÉ's report for the year ending 31 December 2025, which is made pursuant to section 22(5) of the Act.

In 2025 there was **one** report of a potential protected disclosure received through the internal reporting channel. Further details, including the review process and the outcome of the review, are set out in the form attached.

There are no open protected disclosure reports at the end of 2025.

Attachment

Form PDA-1

Protected Disclosures Act 2014

Form PDA-1

Annual Report of Statistics - Internal Reports made under section 6 of the Act

Section 22(1) of the Protected Disclosures Act 2014 requires every public body to make an annual report, no later than **1 March** each year, to the Minister for Public Expenditure, NDP Delivery & Reform on the number of protected disclosures made to the public body in respect of the immediately preceding calendar year.

This table must be completed and returned to the Minister even if no protected disclosures have been made in the calendar year that is the subject of this report.

The information provided in this table should cover **ONLY** reports made by workers connected to the public body using the **INTERNAL** reporting channels established under section 6(3) of the Act. For reports received under other sections of the Act, please use Form PDA-2.

Completed reports should be sent to: pdreporting@per.gov.ie by 1 March each year.

Detailed guidance on the completion of this form is set in Section 14 of the Statutory Guidance on the operation of the Protected Disclosures Act for public bodies and prescribed persons, published in November 2023 and available from: www.gov.ie/protected-disclosures.

1 Identification

- 1.1 Name of Public Body:
- 1.2 Calendar year covered by this report:

2 Reports received in calendar year

- 2.1 How many reports were received via internal reporting channels in the calendar year?
- Instructions:**
"Reports" means reports that tend to show "relevant wrongdoings" (as defined in section 5(3) of the Act). The term **does not refer** to reports or complaints about **penalisation against reporting persons**. All reports that trigger (or will trigger) an acknowledgement under the Act should be counted.

3 Assessment of reports

- 3.1 Of the total number of reports received in the calendar year, how many were:
- | | (a) Fully | (b) Partially |
|--|-----------|---------------|
| 3.1.1 Awaiting completion of assessment at year end? | 0 | |
| 3.1.2 Assessed as warranting further follow-up? | 1 | |
| 3.1.3 Referred to another more relevant procedure? | 0 | |
| 3.1.4 Closed with no further action taken? | 0 | |
- Instructions:**
Where there is a single outcome to an assessment, please enter under column (a), Fully. Where multiple outcomes arise (e.g. if a report contains a range of allegations, which require a range of responses, please enter all that apply under column (b), Partially.

4 Follow-up of reports

- 4.1 How many follow-up procedures were opened in the calendar year?
- 4.2 How many open follow-up procedures were carried over from the previous year?
- 4.3 How many follow-up procedures were closed in the calendar year?
- 4.4 How many follow-up procedures remained open at the end of the calendar year?
- 4.5 Of the number of follow-up procedures reported as still open in response to Q4.4, how many are:
- | | |
|---|--|
| 4.5.1 Open less than 1 year? | |
| 4.5.2 Open more than 1 year but less than 3 years? | |
| 4.5.3 Open more than 3 years but less than 5 years? | |
| 4.5.4 Open 5 or more years? | |
- 4.6 What was the **average** length (in weeks) of the follow-up procedures closed in the calendar year?
- 4.7 What was the **median** length (in weeks) of the follow-up procedures closed in the calendar year?
- Instructions:**
"Follow-up procedures" means any form of follow-up action to a report taken to establish the veracity of the information reported. This could include an investigation, audit, inspection, etc. The term **does not refer** to follow-up or investigation of claims of **penalisation against reporting persons**.
The response to Q.5.2 should also include all open follow-up procedures carried over that commenced prior to the commencement of the Protected Disclosures (Amendment) Act 2022 (i.e. before 1 January 2023).

5 Matters followed-up

- 5.1 Of the follow-up procedures opened in calendar year reported in response to Q4.1, how many involved:
- | | |
|---|---|
| 5.1.1 Criminal offences? | |
| 5.1.2 Breaches of a legal obligation? | |
| 5.1.3 Miscarriage of justice? | |
| 5.1.4 Endangerment of health and safety? | 1 |
| 5.1.5 Damage to the environment? | |
| 5.1.6 Unlawful or improper use of public funds? | |
| 5.1.7 Acts or omissions that are oppressive, discriminatory or grossly negligent or constitute gross mismanagement? | |
| 5.1.8 Breaches of the EU laws within the scope of Article 2 of Directive (EU) 2019/1937 (the Whistleblowing Directive)? | |
| 5.1.9 Concealment or destruction of information tending to show any matter falling within items 6.1.1 to 6.1.8? | |
- Instructions:**
Where a follow-up procedure falls under more than one of the headings listed at 5.1.1 to 5.1.9, please report under each heading that applies. For example, if a follow-up procedure was opened during the year that concerned both a breach of a legal obligation and damage to the environment, this should be recorded under both headings 5.1.2 **and** 5.1.5.
If any follow-up procedures have been opened under heading 5.1.8 (breaches of EU law), please also complete Q6. Otherwise proceed to Q7.

6 Follow-up of matters related to breaches of EU law

6.1 Of the follow-up procedures reported as opened in response to Q5.1.8 (breaches of EU law), if any, how many involved breaches of:

Instructions:

Complete this section **ONLY** if one or more follow-up procedures have been opened in respect of breaches of the EU laws within the scope of Article 2 of Directive (EU) 2019/1937 (the Whistleblowing Directive).

6.1.1	Public procurement?	
6.1.2	Financial services, products and markets, and prevention of money laundering and terrorist financing?	
6.1.3	Product safety and compliance?	
6.1.4	Transport safety?	
6.1.5	Protection of the environment?	
6.1.6	Radiation protection and nuclear safety?	
6.1.7	Food and feed safety and animal health and welfare?	
6.1.8	Public health?	
6.1.9	Consumer protection?	
6.1.10	Protection of privacy and personal data and security of network and information systems?	
6.1.11	The financial interests of the EU?	
6.1.12	The functioning of the EU Internal Market?	

7 Outcome of follow-up procedures

(a) Fully (b) Partially

7.1 Of the follow-up procedures reported as closed in response to Q4.3, how many were closed because no wrongdoing was found or insufficient evidence of wrongdoing could be found?

	1

Instructions:

"Further proceedings or sanctions" means any further internal actions taken by the public body once it has been established a relevant wrongdoing has occurred. This includes any disciplinary action taken against persons responsible for the wrongdoing.

7.2 Of the follow-up procedures reported as closed in response to Q4.3 and the result of the follow-up procedure was that a wrongdoing was found to have occurred, how many resulted in:

"Referral or transmission to another body for further follow-up" means any further external action taken by the public body. It includes referral of a matter to An Garda Síochána for further follow-up or self-reporting of a wrongdoing to a relevant regulatory or supervisory authority.

7.2.1	Further proceedings or sanctions?	
7.2.2	Referral or transmission to another body for further follow-up?	
7.2.3	Changes to policies and/or procedures?	
7.2.4	Recovery of lost funds?	

"Financial damage" refers to damage caused by the relevant wrongdoing reported. The calculation of "financial damage" should include any fines, financial penalties or other damages imposed on the public body arising directly from the wrongdoing reported. It does **not** relate to any **finances or compensation awarded or paid to a reporting person** arising from a claim of penalisation or any **financial damage suffered by the reporting person due to penalisation**.

7.3 Of the follow-up, procedures reported as closed in response to Q4.3, what (where relevant) is the estimated financial damage to the public body arising from the wrongdoing reported?

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7.4 Of the follow-up procedures reported as closed in response to Q4.3, what (where relevant) is the estimated amount of funds recovered by the public body arising from its follow-up?

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8 Anonymous reports

8.1 Of the total number of reports received in response to Q2, how many were made anonymously?

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8.2 How many follow-up procedures were opened in response to anonymous reports in the calendar year?

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8.3 How many anonymous reporting persons subsequently disclosed their identity to the Designated Person in the calendar year?

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