

Board of RTÉ

Remuneration & Management Development Subcommittee
Draft Note of the meeting held on Thursday, 20 April 2017 at 0930
in the Group Secretary's Office

Present: Moya Doherty Chair
Anne O'Leary
Fergus Armstrong

Apologies: Shane Naughton

In attendance:  RTÉ Group Secretary
Internal Audit

1. **Terms of Reference:** (*Peadar Faherty in attendance*)
The new terms of reference of the Committee were agreed for submission to the Board.
2. **Contract:**
Progress on the Director General's contract was discussed.
3. **AOB:**

Board of RTÉ

Remuneration & Management Development Subcommittee
Draft Note of the meeting held on Thursday, 7th December 2017 at 8.00am
in the Board Room RTÉ

Present: Moya Doherty Chair
Anne O'Leary
Shane Naughton (phone)

In attendance: [REDACTED] RTÉ Group Secretary
Dee Forbes Director General

1. New Senior Management contracts:

The Director General outlined a number of new contracts which were being offered to individuals on the Executive Board. Five contracts were presented: [REDACTED]

[REDACTED] She explained the rationale behind the remuneration and duration offered in each case. All the individuals would receive a car allowance ranging from €16,700 to €24,500 and a pension contribution of between 15 and 20 percent.

The Committee agreed that the contracts were appropriate and again noted the unfortunate effect of the cap on the Director General's salary which left very little space for manoeuvre at senior level.

Dee Forbes said that she hoped to be in a position to renew [REDACTED] contract in February and would return to the Committee with it at that time.

2. Any Other Business:

Committee members felt that once the Board was back to full strength there was a need for an additional member for the Committee.

Board of RTÉ

Remuneration & Management Development Committee
A meeting of the committee will be held on Thursday 6th December 2018
9.00am Group Secretary's Office

Agenda

1. Senior Management Contracts for review (Director General in attendance)
2. Appointment of Director of Legal Affairs
3. Top Talent data for release
4. AOB

Board of RTÉ

Remuneration & Management Development Committee
A meeting of the committee will be held on Thursday 21st March 2019
9.30am Group Secretary's Office

Agenda

1. Appointment of Group Secretary
2. AOB

Board of RTÉ

Remuneration & Management Development Subcommittee
Draft Note of the meeting held on Friday, 30 June 2023 at 12pm
Via Zoom

Present: Siún Ní Raghallaigh (Chair)
Anne O'Leary
Connor Murphy

In attendance: Paula Mullooly, RTÉ Group Secretary

1. Patrick Kielty Contract


PM noted that the discussion should be postponed pending additional documentation. CM queried whether under the current terms of reference the contract had to be approved and it was noted that the current terms refer to consultation not approval and in the past individual contracts did not come to the Committee.

2. Terms of Reference

The Committee discussed the proposed change to approval of contracts of on air presenters over 100k. PM pointed out that concerns had been raised and some thought had to be given on the practicalities around this. PM stated that she would provide an alternative draft TOR for consideration by the Committee.

CM asked about the approval of the DG's contract. PM pointed out that the terms of the Contract are in effect set and approved by DPÉR.

The meeting concluded.



Chair: _____
Suín Ní Raghallaigh

Board of RTÉ
Remuneration & Management Development Subcommittee
Draft Note of the meeting held on Thursday 20 July 2023 at 3pm
Via Teams

Present: Siún Ní Raghallaigh (Chair)
Anne O'Leary
Connor Murphy

In attendance: Paula Mullooly, RTÉ Group Secretary
Deirdre McCarthy, Director of News

1. Presentation News & Current Affairs – Deirdre McCarthy

It was noted by the Chair that this was coming to the Committee for consultation in line with the current Terms of Reference. DMCC outlined the plan which has been worked on for several months across the division, Finance and HR. It is an attempt to try to bring consistency of approach in salaries and duties and an across platform approach. The plan is to align all of this. The plan is within existing resources and existing budget.

The Committee discussed advertising presenter roles in the future and suggested that it would be a more transparent process.

The Committee discussed gender pay and DMcC noted that it needs to be kept under review.

The Committee agreed that they were happy with the plan and the information provided but asked that their views in relation to advertising of roles should be taken into account.

(DMcC left the meeting)

2. Minutes

The minutes of the previous meeting were approved.

3. Matters arising

In relation to the Terms of Reference, CM raised the objectives and the goals for the DG. The Chair noted that it would be appropriate for her to review the DG role once a year and bring that outcome to the Committee.

4. AOB

There being no other business the meeting concluded.



Chair: _____
Suín Ní Raghallaigh

Board of RTÉ
Remuneration & Management Development Subcommittee
Draft Minutes of the meeting held on Wednesday, 16 August 2023 at 9am
via Zoom

Present: Siún Ní Raghallaigh (Chair)
Anne O'Leary
Connor Murphy

In attendance: Kevin Bakhurst (Director General)
Anne McManus for Paula Mullooly, RTÉ Group Secretary
Cian McCourt, Arthur Cox

1. Ryan Tubridy Contract

The DG presented RT's draft contract which is in effect a radio contract for 2 years.

The DG stated that he had always been clear that as part of the agreement RT would commit to paying back the €150K and there is confirmation in writing from RT's lawyer that he is agreeable to doing that. The fee was agreed at €170K. There are more slots than the previous contract and RT will do a podcast which is an important part of RTÉ's podcast strategy.

CM asked how the fee was arrived at. The DG stated that a number of factors were taken into account including comparators and the commercial value per hour.

CM asked if the contract could be shared publicly and the DG clarified that it was agreed to share the fee, the term and the fact that RT will repay the €150K.

The Chair stated that consideration should be given to having standard clauses in all contracts whereby there is an acknowledgement that the contract may be published and also that the contractor is expected to comply with the register of interests once it is in operation. The DG agreed.

AO'L and the Chair were happy to approve the contract in principle subject to two amendments being inserted in relation to the recognition of the register of interests and acknowledgement that the contract could be published. CM felt that given the unique sensitivities of the contract, it would benefit from a discussion at Board level.

It was agreed that a board meeting would be held later that day to discuss it.

The meeting concluded.



Signed:

Suín Ní Raghallaigh, Chair