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Action Points arising from meeting with RTÉ on Wednesday, 11 September, 2002.

4. Employment Issues:

Meeting to be arranged between RTÉ and officials from the DF/DCMNR re pensions/Superannuation issues (E. Ó Lideadha/ Paul Byrne) asap



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**Note of Meeting with RTÉ on 27 May, 2003, at 9.30 am, DCMNR, in  
Adelaide Road.**

**Present:** B. Rosney, L. Miller, C. Goan, C. Hayes – RTÉ  
E. Molloy, K. Licken, C. Ó hÓbáin, S. Clifford, - DCMNR

Fundamental legal restructuring will be necessary re the  
Superannuation Fund. Proposals are being prepared.

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**Note of Meeting with RTÉ held on Wednesday 17 September, 2003,  
in the Boardroom, Leeson Lane, at 11.30 am.**

**Present:** Cathal Goan, Liam Miller, Bride Rosney, Conor Hayes, RTÉ  
Eamonn Molloy, Ciarán Ó hÓbáin, Stephen O'Connor, Sheila Clifford,  
DCMNR

A joint review has been undertaken with the TUG and the management group regarding defined contributory pensions and a draft of the review is expected this week.



(4)

Note of Meeting held with RTÉ on Wednesday, 12 November, 2003,  
at 11.30 am, in the Ash Room, Coillte Offices, Leeson Lane.

Attendance:

Cathal Goan, Conor Hayes, Bride Rosney, RTÉ  
Eamonn Molloy, Sheila Clifford, Ciarán Ó hÓbáin, Stephen O'Connor, DCMNR

RTE's pension fund was mentioned in the context of new /  
legislation. It is expected that the new legislation will be enacted before the  
appointment of a new Authority in 2005. †





**Diarmuid O'Connor**

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**From:** Eamonn Molloy  
**Sent:** 25 February 2005 09:36  
**To:** Martin Brennan  
**Cc:** Sheila Clifford; Diarmuid O'Connor  
**Subject:** FW: Defined Contribution v Defined Benefit

-----Original Message-----

**From:** Conor Hayes [mailto:Conor.Hayes@rte.ie]  
**Sent:** 25 February 2005 09:12  
**To:** Eamonn Molloy  
**Subject:** Re: Defined Contribution v Defined Benefit

Eamonn,

1. For the past 17 years since 1988, all new RTÉ employees have been offered Defined Contribution rather than Defined Benefit pension arrangements.
2. As at 31 Dec.2004 the total number of employees breaks-down as follows:  
Defined Benefit (i.e. members of RTÉ Superannuation Fund) 633  
Defined Contribution / None 1,536  
TOTAL  
2,169
3. SIPTU are unhappy about the progressive move to Defined Contribution.
4. As the Fund has developed, and more particularly as more experience has been gained with DC rather than DB, it has become increasingly apparent that modifications are required to the structure of the DC Scheme. However given the position of SIPTU bringing about the necessary changes is proving to be a significant ongoing challenge but one which is being worked on.

Regards

Conor

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----- Original Message -----

**From:** Eamonn Molloy  
**To:** Conor Hayes (E-mail)  
**Sent:** Friday, February 25, 2005 8:48 AM  
**Subject:** FW: Defined Contribution v Defined Benefit

For info

-----Original Message-----

**From:** Michael Guilfoyle  
**Sent:** 24 February 2005 15:18  
**To:** Martin Brennan; Brendan Tuohy; Cecil Beamish; Eamonn Molloy; Maurice Mullen; Sara White  
**Cc:** Michael Goodwin; Bob Hanna; Dave Hanley; David Glynn; Eanna O'Conghaile; Martin Finucane; Mary Austin; Raphael Kelly  
**Subject:** RE: Defined Contribution v Defined Benefit

We have been informed that the ports with severe pensions problems (Waterford and Shannon Foynes) are considering this. Indeed the latter port has moved to a defined contribution basis for new entrants as a means of transferring the exposure from the Port to the employee. There are sufficient tax and other incentives for employees to supplement their pensions if needs be. Finance are aware of this and didnt demur!

- The private sector has very very few defined benefit schemes in place now.

Michael

-----Original Message-----

**From:** Martin Brennan

**Sent:** Thursday, February 24, 2005 12:53 PM

**To:** Brendan Tuohy; Cecil Beamish; Eamonn Molloy; Maurice Mullen; Michael Guilfoyle; Sara White

**Cc:** Michael Goodwin; Bob Hanna; Dave Hanley; David Glynn; Eanna O'Conghaile; Martin Finucane; Mary Austin; Raphael Kelly

**Subject:** Defined Contribution v Defined Benefit

***Confidential***

*Arising from an informal enquiry from BNM about the question of a new pension approach for new recruits' based on defined contribution principles, I took soundings with D/Finance.*

*They appreciate where it is coming from and are aware of such thinking in the Private Sector. They are concerned that if the idea were to surface ahead of national pay talks in the fourth quarter, that the Trades' Unions would use the pay talks process to put the possibility beyond bounds, at least for the Public Sector. They would not rule out discussion of the issue afterwards but do not want the concept to emerge in any formal way in the meantime.*

*I will inform BNM of this "strategic" thinking.*

*Martin J. Brennan  
Assistant Secretary*

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**Note of the meeting between RTÉ and DCMNR on Tuesday 15  
March, 2005, at 11.30 am in RTÉ.**

**Attendance:** Cathal Goan, Conor Hayes, Bride Rosney, RTÉ  
Ciarán Ó hÓbáin, Sheila Clifford, DCMNR

**Apologies:** Eamonn Molloy, DCMNR

its DC pension scheme. /

inc. RTE's again mentioned concerns raised re

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**Minutes of meeting between RTÉ and DCMNR at 2.00 pm on  
Wednesday, 8 June, 2005 in the Secretary General's boardroom,  
DCMNR, Adelaide Road.**

**Attendance:** Cathal Goan, Conor Hayes, Bride Rosney, Noel Curran, RTÉ  
Eamonn Molloy, Ciarán Ó hÓbáin, Sheila Clifford, Kevin O'Brien,  
DCMNR

CH said  
that the question of superannuation and pensions needs to be addressed in the  
context of the new legislation.

