

Staff email from Director of Audio at ABC, Ben Latimer:

Dear Colleagues,

Last week we announced the schedule for 2025. While some of the programming changes are still being finalised, I think it's an appropriate time to address some of the issues that have been raised.

The schedule for next year and the roster of presenters across our networks have been carefully thought through and discussed with relevant managers. It's clear that we are navigating a period of significant transition, driven by rapidly evolving audience expectations. Every radio market, both here and globally, operates in a hyper-competitive environment, and we have a responsibility to adapt – embracing creative renewal to ensure our programming remains relevant and resonant.

Our decisions reflect the need to revitalise our programming and bring a renewed mix of voices and perspectives. By striking a thoughtful balance between well-known and refreshed talent, we aim to build deeper connections with our loyal listeners while extending our reach to engage new audiences.

Our responsibilities as a public broadcaster mean we must deliver distinctive, high-quality content.

Change is never easy and of course the impact on some of our colleagues is difficult. I want to acknowledge the hard work and dedication of the people who will be leaving us. I know they have made a big impact on their colleagues and loyal listeners and will be missed by many. I am confident however, that we have made decisions that will help us build our networks into the future and increase our opportunity to build on our existing audiences and find new listeners.

Broadcasters around the world are faced with the same challenges and must make similar, difficult decisions about how to manage the changing broadcast environment. While it's a message we've shared before, it remains crucial: relying solely on what we've always done won't help us connect with the new audiences we need.

25 November 2024

I would urge you not to focus on individual changes in programming and look instead to the broader plan to grow audiences and the contribution you will make as talented and respected broadcast professionals.

I am as always happy to have these discussions in person. I am planning to meet with the Sydney team this week with Chief People Officer Deena Amorelli and will gladly answer questions you have about these decisions. And I'll be in other locations in coming weeks.

Finally, I have been disappointed to hear about some of the comments and poor behaviour being made in recent days. The ABC is a workplace built on respect and civility. I would expect everyone to uphold these values.

Kind regards,

Ben