

# ASTI Directives – Changes to Work Practices

Arising from a ballot of members held in October 2020, ASTI has issued the following complementary Directives to members.

## DIRECTIVE

**ASTI members are hereby directed not to co-operate with changes to work practices in schools unless a consensus on the proposed changes is achieved at a staff meeting.**

### Consensus

The term consensus is set out in the letter from the Labour Relations Commission dated 12th January, 2011. The definition of consensus is as follows:

In this context consensus does not mean a simple majority or veto but is provided where general agreement and support has been granted.

It is clear from the above that consensus does not require unanimity but requires significantly more than a simple majority.

The required process in relation to the achievement of consensus is that:

ASTI to convene a local meeting of members

- ▲ This meeting is to address any issues in relation to the matter.
- ▲ At this meeting a decision to be taken by ASTI members present as to whether to accept or reject each option requiring consensus presented by management.
- ▲ The position of the ASTI members as determined at the school members' meeting should be communicated to all ASTI members in the school and should also be communicated to management.
- ▲ If the ASTI position is to reject a proposed option then there can be no consensus in respect of this proposal.

Note: In dual union schools a meeting should be held with the representatives of the other union in relation to any proposal that requires consensus in order to inform them of the ASTI position (as determined above).



ASTI

The Directive on this matter is designed to ensure that ASTI members would only co-operate with changes to work practices in schools if the proposed changes achieved a consensus at a staff meeting. Members are reminded that they should not support changes to work practices in schools if the proposed changes are not in accordance with ASTI policy.

## DIRECTIVE

**ASTI members are hereby directed not to co-operate with changes to work practices in schools unless the proposed changes are time neutral.**

The Directive on this matter is designed to ensure that ASTI members would only co-operate with changes to work practices in schools if the proposed changes required no additional time commitment.

These ASTI Directives take effect from November, 2020.

All members are required to adhere to these Directives. Where a member of the ASTI becomes aware that another member is in breach of a Directive(s), he/she should report this in writing to the ASTI General Secretary so that the matter may be formally investigated by the union.

Breaches of ASTI Directives may result in union disciplinary sanction.