

**To: Each School Steward**

## **Information Notice**

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

### **DIRECTIVE**

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

Notes:

The directive on this matter is designed to ensure that ASTI members would only cooperate 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.

### **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).

## **DIRECTIVE**

**ASTI members are hereby directed not to cooperate 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 cooperate with changes to work practices in schools if the proposed changes required no additional time commitment.

### **Notes:**

These ASTI Directives took effect from 10th November, 2020.

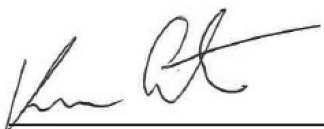
All members are required to adhere to these Directives. Where a member of the ASTI becomes aware that another member is in breach of a Directive(s), he/she should report this in writing to the ASTI General Secretary so that the matter may be formally investigated by the union.

Breaches of ASTI Directives may result in union disciplinary sanction.

**A poster for display on your ASTI noticeboard is included with this notice.**

Please bring this notice to the attention of all ASTI members in your school.

Best regards

A handwritten signature in black ink, appearing to read 'Kieran Christie', written over a horizontal line.

Kieran Christie  
*General Secretary*

November 2020

**To: Each School Steward**

## **Information Notice**

### **Full year/group assemblies and staff meetings in schools.**

As previously advised, at its meeting on Friday 21st August, Standing Committee adopted the following motion.

Motion:

**That in view of the Government's current public Covid-19 restrictions on numbers who can gather together the ASTI advise members not to participate in full school/year group assemblies.**

Following representations by ASTI, the following note was issued to schools by the Department of Education.

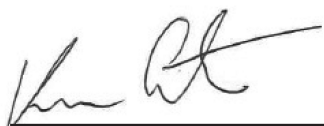
*The re-opening of schools is a key national priority.*

*As part of the suite of public health measures, limits were placed on gatherings in other settings in order to support the re-opening of schools which by its nature involves significant numbers of staff and students in school buildings.*

*The public health guidance recommends 2m physical distancing between staff in schools.*

*When organising staff meetings, school management should make every possible effort to hold them remotely or in small groups while maintaining a 2m distance and to avoid large gatherings including large full school/year group assemblies in one physical space.*

Best regards



Kieran Christie  
General Secretary

November 2020

Áras Thomáis Mhic Dhonncha, Sráid an Fhíona, B.Á.C. 8, D08 P9V6  
Thomas MacDonagh House, Winetavern Street, Dublin 8, D08 P9V6  
Tel: 01-604 0160  
1850 418 400  
Fax: 01-897 2760  
e-mail: [info@asti.ie](mailto:info@asti.ie)  
<http://www.asti.ie>

GENERAL SECRETARY: KIERAN CHRISTIE