

The AI Worker Dividend Bill

A Legislative Proposal for a Just Transition in the UK Public Sector

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1 Executive Summary

The United Kingdom stands at the cusp of a technological revolution. While Artificial Intelligence (AI) promises to increase public service efficiency, it presents a risk to the social contract: the displacement of the very taxpayers who funded the automation.

This Bill mandates that financial savings generated by public sector AI must be verifiably tracked via a public, immutable cryptographic ledger and an independent deterministic validation engine (such as the TallySticks UK protocol and EAVEcore architecture). These savings are designated as an “AI Dividend,” with a primary right of reinvestment into public service employment and a secondary right to a transparent “AI Dividend Fund” for public benefit.

2 The Constitutional Imperative

This proposal implements the core principles of a just society as codified in the TallySticks Constitution:

- **Principle #5 (Equity):** Ensuring benefits of publicly-funded innovation are shared equitably.
- **Principle #7 (Empowerment):** Protecting the workforce from the detrimental effects of disruption.
- **Principle #13 (Service Over Power):** Ensuring AI serves the public, not just cost-cutting agendas.
- **Principle #15 (Fiscal Accountability):** Making AI efficiency a tangible, auditable asset.

3 The Efficiency Paradox

Without a guiding framework, government AI creates a cycle where public investment leads to public harm (redundancies) while financial savings are absorbed into opaque general budgets without accountability. This Bill seeks to bridge this “Sovereign Gap” through inherent auditability.

4 Proposed Articles of the Bill

Article 1: Scope & Definition

This Act applies to any UK government department, local council, or public body deploying AI systems resulting in measurable efficiency savings funded by public money.

Article 2: Mandate for Verifiable Measurement

Public bodies must use a verifiable system to establish a pre-AI operational cost baseline and continuously measure post-AI efficiency savings (the “AI Dividend”).

Article 3: The Reinvestment Obligation

- **3.1 The First Right:** The AI Dividend must first be made available for the creation or enhancement of roles within the public service.
- **3.2 The AI Dividend Fund:** Remaining funds shall be transferred to a transparent national fund for public benefit projects (reskilling, infrastructure, community grants).

Article 4: Digital Infrastructure & Oversight

The National Digital Infrastructure shall be provided by an independent, non-profit digital consensus mechanism (e.g., a Community Interest Company model). Calculations must be independently audited by a deterministic logic gate, while a public distributed ledger provides real-time transparency of the AI Dividend Fund.

Article 5: Amendment to the Employment Rights Act 1996

Redundancies directly attributable to AI implementation, where the resulting AI Dividend has not been managed according to this protocol, shall be deemed “unfair dismissal due to technological detriment.”

5 Equitable Procurement (ECDA)

Article 6 mandates an **Equitable Cost Displacement Analysis (ECDA)** for any public body electing to procure private services over council-offered services. The ECDA must calculate:

1. **Displaced Public Value:** Profit/savings that would have been retained by the public body.
2. **Standards Disparity Cost:** Financial risk of non-alignment with public service standards.
3. **Fiscal Leakage:** Loss of tax revenue, NI, and pension contributions from displaced staff.

6 Conclusion

This Bill transforms AI from a threat into a guaranteed source of funding for a stronger community. By making the entire process auditable on a distributed ledger, we build a new era of trust between the citizen and the state.



For a Just Transition in a Digital Nation.