

AI Starts With Workers



Aegis AI at work charter v1

Aegis
the union

AI Starts with Workers

Artificial Intelligence is already transforming financial services and the way we work.

Aegis believes AI can bring genuine benefits — reducing repetitive work, supporting employees and improving services. Our members recognise those opportunities too.

But technological change must not be done to workers.

Our AI Starts with Workers member survey found that 85% of respondents already have AI or new technology being introduced into their area of work, while only 38.5% said workers had been consulted or engaged before its introduction. More than eight in ten are concerned about how AI and new technology could affect their jobs.

Our members are not asking us to stop AI.

They are asking for a voice in how it shapes their future.

Aegis is therefore asking employers across financial services to commit to the following principles.

You can see our member survey and all campaign materials via our website [**here**](#).

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1. Workers have a voice from the start

Where AI is reasonably expected to have a material impact on workers, roles, working practices or employment outcomes, employers will engage, consult and, where appropriate, negotiate with Aegis and workers before decisions are made to introduce AI or significantly change how existing AI is used.

Consultation should happen while proposals can still be influenced — not after decisions have already been taken.

2. AI should support workers – not simply replace them

AI should be deployed in ways that improve working lives, remove repetitive tasks and enable employees to work more effectively.

Where AI could significantly change roles, skills or workforce numbers, employers will engage with Aegis at the earliest possible stage and explore alternatives to job losses, including redeployment, retraining and reskilling.

3. Humans remain accountable

Important decisions affecting workers or customers should not be made solely on the basis of AI-generated outputs or recommendations.

There must be meaningful human oversight and accountability, particularly in decisions affecting recruitment, performance, promotion, discipline, redundancy or other significant employment outcomes.

Workers must be able to understand, question and challenge AI-informed decisions that affect them.

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4. AI must not become workplace surveillance

Employers will be transparent about where and why AI is being used to monitor, analyse or assess employees.

AI should not be used to create excessive, intrusive or unjustified surveillance, automated performance management or unreasonable productivity expectations.

Where technology can monitor or assess workers in ways that could materially affect them, Aegis will be consulted before it is introduced or significantly changed.

5. Workers will be trained for the future

Technological change must be accompanied by investment in people and AI literacy.

Workers will receive the training, development and paid time necessary to understand and work confidently alongside new technology.

This should include appropriate AI literacy, enabling workers not only to use AI systems effectively, but to understand their purpose, capabilities, limitations and potential risks, including when human judgement and challenge may be required.

Employers will work with Aegis to identify how roles and skills are changing and ensure workers have genuine opportunities to reskill, develop and progress.

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6. AI must be fair, transparent and safe

Technological change must be accompanied by investment in people and AI literacy.

Workers will receive the training, development and paid time necessary to understand and work confidently alongside new technology.

This should include appropriate AI literacy, enabling workers not only to use AI systems effectively, but to understand their purpose, capabilities, limitations and potential risks, including when human judgement and challenge may be required.

Employers will work with Aegis to identify how roles and skills are changing and ensure workers have genuine opportunities to reskill, develop and progress.

7. Productivity gains should benefit workers too

Where AI and automation generate significant productivity improvements or financial savings, the benefits should not flow solely to shareholders or senior executives.

Aegis believes workers who help organisations successfully adopt new technology should share in the benefits it creates, including through better jobs, skills, working conditions, working time and reward.



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