

MP Public Duty Second Jobs Transparency and Recall Operational Reference

Conversation Development Legal Architecture and Action Plan

Prepared 16 September 2026

Status Operational reference for policy development parliamentary engagement and public accountability work

Project direction The human user owns the objectives decisions and public actions. The AI assistant supports research source checking synthesis drafting and tracking.

This paper converts the full discussion into a single source backed operating model. It distinguishes current law from proposed reform, identifies what each institution can and cannot do, and provides a route that remains viable with only the user and assistant but can scale if volunteers, professional support or institutional backing become available.

This is a policy development document, not legal advice and not an allegation that any named MP has committed a crime, tax offence or breach of parliamentary rules.

Document control

Item	Position
Primary purpose	Preserve the reasoning, define the target system and organise action.
Immediate legislative context	Members of Parliament Prohibition of Second Jobs Motion Bill 122 2026 to 2027.
Current bill stage	First Reading completed 15 July 2026. Second Reading provisionally listed for 16 October 2026.
Primary reform tracks	Outside earned remuneration ban and public duty transparency recall reform.
Evidence standard	Official primary sources first. Facts, inference, proposals and unresolved questions are labelled separately.
Operating assumption	Resources may remain very limited or may expand. The minimum plan must work without funding, calls, travel or organisational backing.
Accessibility	Written first work, one bounded action at a time, reusable drafts and explicit decision points.
Review need	Any court filing, criminal allegation or final legislative drafting should receive independent qualified legal review.

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1 Executive conclusion

The conversation has identified a real accountability gap, but the legally effective solution is not to treat MPs as ordinary employees or to ask HMRC, the police or a civil court to dismiss them. MPs are elected officeholders. The constitutional equivalent of dismissal should therefore be a published final finding followed by a statutory recall process in which constituents decide whether the seat is vacated.

The reform should proceed on two connected but procedurally separate tracks. The first is a prohibition on outside earned remuneration, including indirect and deferred financial benefit, with only narrow unpaid public service or professional maintenance exceptions and reimbursement of documented necessary expenses. The second is a public duty, transparency and recall framework requiring verifiable evidence of sustained public service and enabling recall for serious, sustained and unjustified abandonment of both parliamentary and constituency functions.

Attendance alone is too crude. An MP may work in the constituency, remotely, in committee, on casework, in a ministerial building or on authorised public duties. The evidential unit should be service completed or genuinely attempted, recorded in a structured ledger and supported by existing parliamentary data, aggregated constituency service information and auditable source records. The public version must protect constituent identities, health, safeguarding, security and real time location.

Police, HMRC, the NCA, the SFO, IPSA, the Electoral Commission, parliamentary standards bodies, civil regulators, journalists and researchers should not be excluded. They should be connected through lawful, defined roles. They cannot be given unlimited powers to monitor political life, and none should decide whether an MP is politically acceptable. Their function is to monitor within existing statutory remits, validate records, identify discrepancies, investigate evidence and refer relevant findings into the standards or criminal process.

The fastest practical route is a Commons Code change and procedural protocol. A serious breach can already lead to a Standards Committee report, a House ordered suspension of at least ten sitting days or fourteen calendar days and therefore the existing recall mechanism. The durable route is a short companion Act adding a fourth recall condition based on a final independent finding after appeal, so that the House cannot neutralise the outcome through political discretion. The Bill 122 vehicle is directly relevant to the outside pay rule but is likely too narrow to carry the broader non-performance and recall regime. [S1] [S3] [S9] [S21]

The immediate operational goal is not litigation. It is to complete a concise source pack, model rules and tailored written submissions before the Bill's provisional Second Reading on 16 October 2026. Litigation or criminal referrals should be used only when specific evidence meets the relevant legal test. [S2]

2 Identified task and scope

2 1 The task

The task is to turn a broad concern about MPs receiving public pay without visible proof of work into an implementable accountability system. That system must answer four practical questions for any ordinary constituent:

1. Has the MP performed sustained parliamentary or other public duties and maintained an accessible constituency service?
2. Has the MP received outside financial benefit capable of creating divided loyalty or consuming public duty time?
3. Has an independent process established serious misconduct or sustained unjustified non-performance?
4. Can constituents act on the final finding through a fair recall process?

2 2 The intended outcome

- No outside earned remuneration or indirect financial benefit while serving as an MP, except tightly defined unpaid activity and documented expenses.
- A proportionate Public Service Ledger recording work completed or genuinely attempted.
- Objective indicators that open an investigation but do not automatically establish guilt.
- Independent investigation, separate adjudication, appeal and a permanent corrected public record.
- Recall for final findings of serious sustained non-performance or deliberate circumvention of the outside pay ban.
- Constituents retain the final choice through the petition threshold and a possible by-election.

2 3 Exclusions

The project does not seek routine police surveillance of MPs, compulsory publication of private diaries, punishment for unpopular opinions, control of votes or abstentions, disclosure of constituency case files, automatic guilt from missing data, or criminalisation of ordinary absence. It also does not assume that every outside payment is bribery or that every tax discrepancy proves public misconduct.

3 Development of the conversation

Stage	Development
1 Attendance question	The inquiry began with whether MPs must attend Parliament or a constituency office every day and whether a roll call proves they are working.

Stage	Development
2 Ordinary dismissal comparison	The user asked why an MP who does not perform can not be fired like another worker. This revealed the constitutional distinction between elected office and employment.
3 Daily diary and proof	The concern moved from physical attendance to the absence of a consistent public record. The stronger concept became a service ledger rather than a location diary.
4 Public salary and expenses	The lack of visible proof was connected to public pay, staffing and expenses. The central proposition became that public remuneration should be accompanied by auditable public service.
5 Self employment analogy	The user compared the arrangement with self-employment, where work, income and deductible costs normally require records. The useful principle was retained without legally reclassifying MPs as self-employed.
6 Outside work and tax	The discussion separated whether income is taxed from whether it creates a conflict. Tax compliance cannot cure divided loyalty, time diversion or paid access.
7 National financial cost	Costs were identified as direct financial loss, diverted time, regulatory expense, foregone public service and harder to quantify policy and trust effects.
8 Existing legal routes	Bribery, fraud, civil claims and HMRC action were tested. Each can address conduct within its legal elements but none currently creates a general dismissal power for non-performance.
9 Preventive reform	The preferred line was redrawn from prosecuting each payment to preventing outside earned remuneration before criminality must be proved.
10 Removal with public reasons	The user rejected quiet or opaque disposal and required a final public explanation of proven wrongdoing, evidence, rule and outcome.
11 Monitoring network	Police, tax, financial, standards and press functions were restored as monitoring, verification, referral and enforcement components within defined legal remits.
12 Two track programme	The present objective is a second-jobs ban plus a separate public duty, transparency and recall regime.

4 Settled meaning and design principles

Principle	Operational meaning
Public trust	Public office is a public trust and public pay requires proportionate evidence of service.
Service not presence	Measure useful public duty and genuine attempts, not a performative daily clock-in.
No paid divided loyalty	Private earned remuneration creates an avoidable risk even when declared and taxed.
Prevention	Integrity rules may be stricter than criminal law and operate before bribery or fraud is provable.
Objective trigger	Data anomalies begin inquiry; they do not determine misconduct.
Due process	Investigation, adjudication and appeal must be separated and reasons recorded.
Constituent decision	Recall and a by-election are preferable to removal by party leaders or enforcement agencies.
Political independence	Opinions, speeches, votes, abstentions, dissent and policy priorities are excluded.
Protected circumstances	Illness, disability, caring, parental leave, bereavement, emergencies, security and official duties are protected.
Necessary privacy	Constituents, victims, health, safeguarding and genuine security information remain protected.
Public final record	A final finding and reason remain accessible, with a visible correction if overturned.
Proportionate agency roles	Every monitoring body acts within law and shares only information necessary for its function.
Minimum disruption	Reuse parliamentary data, the standards system and recall machinery wherever possible.

5 Current legal and institutional position

5 1 Status and attendance

The House of Commons states that MPs are not employed by the House, run their own offices and do not report their work details to it. The House does not hold comprehensive constituency attendance, surgery or Chamber attendance records, and MPs are not required to report attendance. The same response warns that parliamentary work is not confined to the estate. Erskine May states that ordinary Commons attendance is not enforced by either House. [S6] [S7]

The House described MPs as operating in a manner similar to 650 self-employed persons. That is an explanatory analogy, not a legal classification making each MP a self-employed contractor with an enforceable service contract. The project should use the record-keeping insight without overstating the legal status. [S6]

5 2 Public remuneration

IPSA records the annual basic MP salary as GBP 98,599 from April 2026. Business costs fund the performance of the office and are not an additional personal salary, but their proper use can be investigated within IPSA's statutory remit. [S8] [S15]

5 3 Existing removal routes

The Recall of MPs Act 2015 currently provides three recall conditions: a qualifying custodial conviction after appeal, a House suspension following a Standards Committee report of at least ten sitting days or fourteen calendar days, and a final conviction for providing false or misleading information for an allowances claim. A recall petition is available for six weeks. If at least ten per cent of eligible registered electors sign, the seat is vacated and a by-election follows. The recalled MP may stand again. [S9]

The Commons also retains a power of expulsion, but expulsion is exceptional, risks political abuse and does not bar the person from standing again. [S10]

5 4 Criminal law and privilege

MPs are subject to ordinary criminal law. Article IX protects proceedings in Parliament from being impeached or questioned outside Parliament; it does not create a personal immunity for all conduct by an MP. The Supreme Court's decision in *R v Chaytor* confirmed that dishonest expenses claims were not protected parliamentary proceedings. [S11] [S12] [S29]

5 5 Standards process

The Parliamentary Commissioner for Standards monitors the Code and Registers and may initiate investigations. Once an investigation opens, the MP's name and alleged rule are published. Serious cases may go to the Standards Committee, whose findings are published. The Independent Expert Panel provides an appeal route and has no MPs deciding appeals. Serious sanctions still require House approval. [S13] [S14]

6 The accountability gap

Gap	Consequence
No common service record	Parliament publishes votes, speeches, questions and committee records but no comprehensive duty ledger linking parliamentary and constituency work.

Gap	Consequence
No ordinary performance manager	There is no employer with a contractual right to dismiss an MP for poor performance.
Narrow recall triggers	Sustained abandonment is not itself a recall condition unless it becomes a Code breach producing the required suspension.
Outside pay remains possible	Registration and lobbying rules do not amount to a full prohibition on outside earned remuneration.
Fragmented oversight	Standards, expenses, political finance, tax and criminal bodies hold different pieces and have different legal tests.
FOI limitation	Individual MPs are not themselves public authorities for FOIA, so constituents cannot obtain a complete service diary that way.
Secrecy risk	Initial confidentiality may be necessary, but inconsistent publication can make it hard to distinguish unsupported allegations from proven findings.

The resulting problem is structural rather than proof that every MP is inactive. Some MPs plainly work intensively. A fair system should make that work visible while providing a remedy for the exceptional case of serious abandonment.

7 Target operating model

The target system is a connected accountability chain. Each stage has a different legal function, and no single institution controls the whole outcome.

Stage	Function
1 Record	Automatic parliamentary data plus a concise quarterly public service return.
2 Validate	Data quality checks, source matching and protected correction period.
3 Trigger	Objective anomaly or evidence opens review, not guilt.
4 Investigate	Independent investigator gathers evidence and receives agency referrals.
5 Decide	Separate adjudicator applies the published rule and gives reasons.
6 Appeal	Independent appeal corrects factual, legal or procedural error.

Stage	Function
7 Publish	Final report states proven facts, rule, reasons, safeguards and outcome.
8 Recall	A qualifying final finding activates a recall petition.
9 Electors decide	Ten per cent petition threshold leads to a by-election; the former MP may restand.

The system uses continuous public transparency and evidence-triggered coercion. Open data is continuous; compulsory investigation, tax powers, criminal powers and intrusive techniques require the legal threshold appropriate to the institution.

8 Track One outside earned remuneration

8 1 Current Bill 122

Bill 122 is sponsored by Richard Burdon. It was introduced on 15 July 2026, its text was published on 16 July and its Second Reading is provisionally listed for 16 October 2026. The Bill would require the Leader of the House to move a motion inserting a Code rule against paid work outside parliamentary or government roles. It contains exceptions for professional qualification maintenance, frontline NHS, social care or emergency service work, and a one-month transition for a pre-election job. It proposes a fine at least equal to payment received for activity found to breach the new rule. [S1] [S2] [S3]

The Government told the Standards Committee on 22 June 2026 that further restrictions should use Time, Money and Influence principles, that second jobs should be banned outside very limited exceptions, and that rules should be objective enough to avoid subjective enforcement. It preferred change before the end of the Parliament. [S4]

8 2 Recommended stronger rule

- **Direct and indirect benefit.** Cover salary, fees, retainers, commission, consultancy, honoraria, benefits in kind, favourable loans, debt forgiveness, equity or options earned for services, and deferred compensation.
- **Anti-avoidance.** Cover payments to connected companies, trusts, family members or other persons where the benefit is attributable to the MP's work, and payments redirected to a third party or charity at the MP's request.
- **Unpaid exceptions.** Permit necessary qualification maintenance and genuine frontline public service only without remuneration, apart from documented necessary expenses.
- **Passive income boundary.** Treat pensions, ordinary investment return and royalties from work completed before election separately, with rules preventing current services from being disguised.
- **Transition.** Provide a short fixed period to terminate existing contracts and disclose residual rights.

- **Consequences.** Require surrender or repayment of prohibited benefit where lawfully available, correction of the Register, proportionate sanction, and recall-capable sanction for deliberate or repeated concealment.

8 3 Why tax is not the answer

Outside income may be taxable and correctly taxed. That answers whether tax was paid, not whether the activity was compatible with public office. A prophylactic integrity rule may lawfully prohibit an activity that is neither tax evasion nor bribery. The policy question is divided loyalty and use of time, status and access.

9 Track Two public duty transparency and recall

9 1 Core duty

A Member must, on a sustained basis, participate in verified parliamentary or other public duties and maintain a reasonably accessible constituency service. The rule should describe outcomes and evidence rather than prescribe a daily office location.

9 2 Serious non-performance

A Member commits serious non-performance where, without reasonable excuse, the Member substantially abandons both parliamentary or other public duties and constituency service for a continuous twelve-week assessment period and fails to remedy the abandonment within twenty working days after formal notice.

9 3 Investigation tripwires

Tripwires are not findings. They require review, a correction opportunity and consideration of protected circumstances.

- No verified qualifying public duty activity during twenty consecutive Commons sitting days.
- Evidence suggesting substantial failure across both parliamentary and constituency functions during a continuous twelve-week assessment period.
- Two missing quarterly returns without reasonable explanation.
- A material discrepancy between a return and an authoritative source.
- A credible evidenced complaint from a constituent, employee, regulator, journalist or other person.
- A knowingly false or deliberately misleading return, treated as a separate integrity breach.

9 4 Protected circumstances

Protected reasons should include disability, illness, injury, pregnancy, parental or adoption leave, fertility treatment, baby loss, caring, bereavement, authorised leave, security restrictions, emergencies, verified ministerial or overseas duties and reasonable adjustments. Remote work counts. Evidence may be supplied privately to the adjudicator and summarised publicly without revealing sensitive details.

9 5 Political exclusions

No assessment may be based on an MP's political opinions, speech, votes, abstentions, party status, whip status, lawful dissent, policy priorities, refusal to support a particular constituent request, or the popularity of a decision. The question is whether public duties were substantially performed, not whether the investigator approves of the politics.

10 Public Service Ledger

10 1 Design choice

The user originally proposed a daily diary. The operational version is a daily or event-level underlying record with a concise quarterly public return. This preserves evidence without requiring publication of every calendar entry. Automatic imports should reduce the burden.

Field	What it records	Publication
Reporting period	Quarter and dates covered	Public
Duty category	Chamber, committee, casework, surgery, correspondence, meeting, research, ministerial or other public duty	Public aggregate
Action	Work completed or genuinely attempted	Public summary
Outcome	Completed, ongoing, referred, awaiting third party or unable to complete	Public summary
Verification	Official record, case system audit, meeting record, correspondence metadata or authorised reviewer	Public source class only
Constituency access	Surgeries, written channels and response-time bands	Public aggregate
Casework volume	Opened, progressed, closed and referred counts	Public aggregate
Parliamentary activity	Votes, questions, speeches and committee attendance	Automatic public import
Relevant meetings	Lobbyists, donors, outside-interest representatives and material purpose	Public subject to security delay
Interests and benefits	Gifts, hospitality, travel, outside interests and permitted expenses	Link to existing registers
Protected explanation	Health, family, safeguarding or security material	Confidential with public gist
Correction history	What changed, why and when	Public

10 2 Data protections

- No constituent names, addresses, case details or correspondence content in the public dataset.
- No real-time location data or security-sensitive schedules.
- No medical evidence or family details in public records.
- Aggregate workload and response bands rather than raw case files.
- Role-based access to underlying evidence, audit logging and limited retention.
- Visible correction and appeal history so the record is not an uncorrectable blacklist.

10 3 Low cost implementation

Parliament already provides public APIs for Members, interests, Commons votes, oral questions, bills, written questions and committees. A minimum pilot can ingest those sources automatically and require only the constituency-service and protected-explanation fields to be added. [S25] [S26]

11 Monitoring verification and referral network

Actor	Proper role	Boundary
Parliamentary data function	Collect and publish ledger data and automatic parliamentary records.	No finding of misconduct.
IPSA	Validate salary administration, staffing and business-cost claims within the statutory scheme.	Does not judge general MP performance or financial interests outside its remit.
Parliamentary Commissioner	Monitor the Code and Registers, investigate alleged breaches and publish opened investigations.	Cannot create criminal liability or independently vacate a seat.
Standards Committee	Determine referred Code cases and recommend sanctions.	Serious sanctions presently need House approval.
Independent Expert Panel	Hear appeals in the standards process and provide independent review.	Jurisdiction depends on the governing rules.
ICGS	Handle bullying, harassment and sexual misconduct through its separate process.	Not a general performance regulator.
HMRC	Risk assess, data match, audit and enforce tax law.	Tax confidentiality applies; HMRC cannot assess political performance or dismiss an MP.
Police and CPS	Investigate and prosecute suspected ordinary crime where evidence and legal thresholds are met.	No general mandate to monitor lawful political activity or mere absence.
NCA and UKFIU	Receive and analyse suspicious activity and illicit-finance intelligence.	A SAR is intelligence, not proof and not a substitute for a crime report.
Serious Fraud Office	Investigate selected serious or complex fraud, bribery and corruption cases.	Takes a small number of cases and applies its statutory acceptance criteria.
Electoral Commission	Monitor donations, loans, spending and other regulated political finance.	Does not regulate all conduct by MPs.

Actor	Proper role	Boundary
Companies House FCA and regulators	Provide company, AML, market and professional oversight within remit.	Risk-based controls are not findings of wrongdoing.
Press researchers and civil society	Analyse public data, identify discrepancies, ask questions and submit evidenced complaints.	Must respect defamation, privacy, source protection and data law.
Constituents	Provide evidence, scrutinise findings and make the final recall decision.	Raw accusation is not a final finding.

MPs are politically exposed persons for anti-money-laundering purposes, but domestic PEP treatment is risk based and should not be confused with a presumption of corruption. [S20]

A future statutory information gateway could permit a narrow compliance confirmation where necessary, such as whether declared earned-income sources reconcile with a protected official check. It should not publish a tax return, family information, account data or confidential intelligence. HMRC's confidentiality duty means this would require careful statutory design and legal review. [S17]

12 Investigation adjudication and recall process

Step	Required operation
1 Automated check	The system compares returns with official records and flags missing or inconsistent data.
2 Private correction	The MP receives the discrepancy, can correct an error and can submit protected reasons.
3 Screening	An investigator decides whether there is a specific credible basis for formal inquiry.
4 Public notice	If opened, publish the MP, rule, broad period and status without declaring guilt.
5 Investigation	Gather records, hear the MP and witnesses, receive lawful agency referrals and test alternative explanations.
6 Determination	A separate adjudicator makes findings on a published civil standard and gives reasons.
7 Appeal	An independent panel may uphold, vary or set aside the finding or sanction.
8 Final report	Publish allegation, evidence summary, facts, rule, protected factors, response, sanction and appeal result.
9 Recall notice	A qualifying final finding activates the statutory recall process.
10 Elector decision	The existing six-week petition and ten per cent threshold apply, followed by a by-election if met.

12 1 Fast route

The House amends the Code and Procedural Protocol. Proven serious non-performance or deliberate circumvention can attract a suspension at or above the existing Recall Act threshold. This can operate without immediately rewriting the Act, but it remains dependent on House approval of the suspension.

12 2 Durable route

Parliament amends the Recall of MPs Act to add a fourth condition based on a final independent determination after appeal. The Act should identify the authorised adjudicator, qualifying findings, notice requirements and effect of reversal. The Speaker's function should be administrative once statutory conditions are met.

13 Public findings and limits on secrecy

The current standards process already publishes the MP's name and rule when a formal investigation opens and publishes final committee findings. The proposal builds a clear minimum publication rule around that foundation. [S13]

- **Confidential screening only.** Initial checking may remain private to protect innocent people, complainants and evidence.
- **Public formal notice.** Once a formal investigation opens, publish the MP, relevant rule, broad period and status.
- **Permanent final report.** State the allegation, proven and unproven facts, evidence summary, exact rule, protected reasons considered, MP response, sanction, proportionality analysis, appeal and recall outcome.
- **Limited redaction.** Redact constituent, victim, medical, safeguarding and genuine security material while publishing a meaningful gist and reason.
- **Visible correction.** If a finding is varied or overturned, retain the history but place the correction and current status prominently.
- **Former Members.** Permit completion of a conduct finding after resignation where necessary for an accurate historical record, subject to fair procedure.
- **No allegation database.** Rejected or unsupported claims must not be presented as proven misconduct.

The purpose is an authoritative public record for democratic accountability and later due diligence, not punishment by permanent unreviewed suspicion.

14 Financial cost and service value framework

The conversation asked whether the conflict can be costed as a service. Some categories can be quantified; others require cautious estimation. No defensible national total can be asserted until the ledger and source data exist.

Cost class	What can be examined	Evidence rule
Direct verified	Improper business-cost payments, recoverable sums, enforcement expense, proven tax loss and prohibited remuneration.	Claims, assessments, judgments and published accounts.
Public money exposed	Salary and support costs associated with a period under final non-performance finding.	Report the amount connected to the period, not automatically as a legal loss.
Time diversion	Hours of paid outside work that overlap with or materially displace public duty.	Registered hours, contracts and verified calendars; do not assume every outside hour displaced duty.
Service gap	Unanswered casework, unavailable access, missed required functions and delayed referrals.	Response-time bands, case outcomes and benchmarked workload data.
Administrative cost	Standards, IPSA, police, court and regulator resources used to investigate preventable misconduct.	Published institutional cost data or case-specific records.
Policy distortion	Public decisions influenced or delayed by private incentives.	Case-specific causal analysis; do not monetise from suspicion alone.
Trust and legitimacy	Reduced confidence, participation and compliance.	Survey or behavioural indicators; present separately from cash loss.

14 1 A safe reporting formula

For a final proven period, publish the public funds connected with the period as a service-exposure measure. A simple estimate is the pro-rated basic salary plus attributable publicly funded office resources for the proven period. It must be labelled exposure, not automatically recoverable loss, because salary entitlement and causation are separate legal questions.

A stronger future measure is service output per reporting period: verified duty categories, constituency access, case progression, parliamentary contributions and declared outside interests. It allows comparison without pretending that every activity has the same monetary value.

14 2 Tax treatment

Tax may have been paid on outside earnings and MPs' salary is taxable. Proper taxation does not remove a conflict of interest. Equally, a conflict does not prove underpaid tax. Tax and integrity findings must remain separate and can be connected only through lawful evidence sharing.

15 Criminal civil tax and regulatory boundaries

Route	Correct boundary
Bribery	A payment is not automatically bribery. Evidence must satisfy the relevant improper-performance or other statutory elements and the required mental element.
Fraud	Salary receipt or absence alone is not fraud where no false representation, dishonesty or other statutory element is proved. False expense claims or knowingly false service returns may engage criminal law if legislation covers them.
Civil claim	Civil courts can determine recognised causes of action and public-law questions but cannot invent an employment relationship or recall power.
HMRC	HMRC can assess tax, interest and penalties and investigate tax crime. It cannot determine whether an MP adequately represented constituents or remove the MP.
IPSA	IPSA and its Compliance Officer can address staffing and business-cost payments. They do not regulate the whole Code or political performance.
Electoral law	The Electoral Commission regulates defined political finance and may refer serious criminal matters. It is not a general ethics regulator.
Press	The press may investigate and publish supported public-interest reporting. It has no adjudicative power and must distinguish allegation, evidence and finding.
Parliamentary privilege	Privilege protects proceedings in Parliament. It is not a blanket shield for contracts, tax, expenses or other non-proceeding conduct.

Criminal, civil and tax routes are therefore monitoring and enforcement tools for conduct already within their law. They do not currently create the desired general performance duty. That duty and its recall consequence require parliamentary rule change and legislation.

16 Parliamentary and political route

16 1 Immediate Bill route

The immediate ask is to improve or support the Bill 122 motion with precise anti-avoidance language, unpaid exceptions and objective enforcement. Because the Bill has a single narrow purpose, a general non-performance and recall amendment is likely to fall outside its scope and should be advanced separately. [S21]

A companion Bill that creates a new public body or authorises new public expenditure may require a money resolution and therefore early Government support. Reusing existing offices where constitutionally appropriate can reduce cost and implementation friction, but independence must not be sacrificed merely to avoid expenditure.

16 2 Standards route

The Standards Committee has an active inquiry into outside employment and interests and can recommend Code changes. Its official contact is standards@parliament.uk. A submission should distinguish the outside pay rule from the companion public duty and recall proposal. [S5]

16 3 Government route

The Leader of the House has stated a Government preference for stronger restrictions and objective enforcement. A focused written request should seek a Commons motion, a timetable and a response to indirect remuneration, unpaid exceptions, public service evidence and recall. [S4]

16 4 Sponsor and cross party route

Richard Burgon can be approached through his published parliamentary contact. Early Day Motion 618 had 49 supporters when checked on 16 September 2026, providing an initial cross-party and independent outreach list. [S22] [S30]

16 5 Petition route

The previous petition to ban second jobs except NHS work closed on 24 August 2026 with 451 signatures. A new petition should not duplicate it. It should request the distinct public duty, transparency and recall framework. A petition needs five initial supporters; 10,000 signatures triggers a Government response and 100,000 normally prompts consideration for debate. [S23] [S24]

17 Two entity operating model

Dimension	Human user	AI assistant
Status	Natural person and potential petitioner campaigner evidence submitter and project owner.	Research and drafting system, not a legal person solicitor witness elector or autonomous campaign body.
Authority	Owns goals values risk tolerance factual representations and final decisions.	No independent authority. Acts through research drafting verification and authorised tools.
Primary contribution	Defines the lived problem, ethical line, priorities and acceptable compromise; signs and sends public material.	Finds sources, separates law from inference, structures proposals, drafts text, tracks changes and reduces administrative load.
Distinct strength	Judgment, experience, democratic legitimacy, relationships and responsibility for public statements.	Speed, synthesis, consistency checking, scenario testing, source indexing and document production.

Dimension	Human user	AI assistant
Evidence	Can provide first-hand facts and signed representations and request records.	Can organise and test evidence but cannot create first-hand knowledge or authenticate disputed facts alone.
Legal role	May make complaints, petition, instruct counsel and bring an eligible claim.	Can explain and draft but cannot represent, create standing, give privileged advice or guarantee outcomes.
Public action	Authorises publication, contact, spending, coalition building and escalation.	Prepares material and monitors public sources; does not independently become the political actor.
Constraints	Time, money, health, energy, travel, access and uncertain support. The operating design is written first.	May err, depends on sources and permissions, has no vote or legal responsibility, and needs current verification.

17 1 Joint protocol

1. The user sets the public objective and authorises consequential acts.
2. The assistant maintains the source base, options, draft language and action register.
3. Every important statement is labelled confirmed fact, verified public fact, inference, proposal or unresolved question.
4. A versioned decision log records what changed and why.
5. Only one bounded outward action is active at a time unless parallel work is clearly manageable.
6. Written routes are preferred and the plan does not depend on phone calls, travel or paid support.
7. Named allegations, litigation and criminal or tax referrals receive case-specific evidence review and, where material, independent legal advice.
8. Authorship and original contributions are recorded so later institutional adoption does not erase the project source.

18 Resource tiers

Level	Available resources	What becomes possible	Control point
Tier Zero	User and assistant with near-zero budget	Source pack, model rules, letters, petition text, tracker, response log and basic ledger schema.	Does not depend on any supporter appearing.
Tier One	A small volunteer group	Peer review, proofreading, source audit, privacy review, open-data prototype and cross-party outreach.	Use publication controls and a clear evidence policy.

Level	Available resources	What becomes possible	Control point
Tier Two	Pro bono expertise or modest funding	Public law and election law review, parliamentary drafting, data engineering, privacy impact assessment, costing and communications.	Improves authority and implementation detail but is not needed to begin.
Tier Three	Institutional backing	Formal inquiry, Government or committee motion, Parliamentary Counsel, authorised pilot, implementation budget and legislation.	Scales a coherent proposal without surrendering safeguards.

18 1 Resource rule

Every deliverable should be modular. If resources remain limited, the user can send a two-page brief and exact wording. If resources expand, specialists can review the same source register and draft provisions rather than restarting the project. No action should create an ongoing cost or public commitment without the user's express decision.

19 Workstreams and deliverables

Workstream	Deliverable	Purpose
Evidence	Canonical official-source chronology, evidence matrix and baseline status.	Foundation for every claim.
Second jobs rule	One-page proposition, model Code text, definitions and anti-avoidance schedule.	Bill 122 and Commons motion.
Public duty and recall	Model duty rule, procedure and fourth recall condition.	Separate Code proposal and companion Bill.
Ledger	Data dictionary, quarterly return, privacy specification and verification method.	Low-cost pilot.
Engagement	Tailored written submissions, stakeholder map and response log.	Sponsor, Standards Committee and Leader.
Public legitimacy	Plain-language brief, frequently asked questions, petition and source tracker.	Coalition and public support.
Governance	Decision log, draft register, risk register, attribution record and action queue.	Continuity and control.

19 1 Minimum viable package

1. One-page proposition explaining the problem and requested decisions.
2. Two-page source-backed policy briefing.
3. Model outside earned remuneration rule with anti-avoidance text.
4. Model public duty and serious non-performance rule.
5. Model fourth recall condition.
6. Public Service Ledger one-page specification.
7. Safeguards and protected-circumstances note.
8. Official source register and document version log.

20 Action schedule

The dates below use the 16 October 2026 provisional Second Reading as the immediate external deadline. If the date changes, preserve the sequence and move the dates rather than restarting the work.

Date	Action	Operation	Output
16 to 18 September	Scope lock	Approve the problem statement, five red lines, exceptions policy and separation of the two tracks.	User decision record.
18 to 21 September	Source and clause package	Complete evidence matrix and model wording; identify any statement needing legal review.	Minimum viable package version one.
22 September	First written submissions	Email tailored packs to Richard Burgon, the Standards Committee and the Leader of the House.	Three acknowledgements requested.
23 to 29 September	Cross-party route	Send a shorter brief to selected EDM supporters and relevant spokespeople.	Support and amendment log.
30 September	Written follow-up	Ask each primary recipient for a written view on instrument, wording and sponsorship.	Response matrix.
1 to 7 October	Independent review	Seek limited procedure, legal, privacy and accessibility review if available.	Reviewed clauses or recorded unresolved issues.
8 to 12 October	Public version	Publish or circulate only the verified system-level case and the distinct petition proposal.	Public brief and source page.
16 October	Bill checkpoint	Monitor Second Reading, debate, vote, Government position and any timetable change.	Same-day status update.

Date	Action	Operation	Output
After Bill stage	Companion reform	Advance Public Duty Ledger and fourth recall condition through Committee, Government and petition routes.	Formal consideration request.

20 1 The three immediate asks

Each primary recipient should be asked to answer three written questions:

1. Do you support the principle of prohibiting all outside earned remuneration and indirect benefit, with necessary qualifying activity unpaid except documented expenses?
2. Which instrument do you consider procedurally appropriate for the Public Service Ledger and serious non-performance recall route?
3. Will you sponsor, recommend, consult on or facilitate the relevant wording and provide a timetable?

21 Risks and safeguards

Risk	Safeguard
Bill 122 stalls	Keep Commons Code, Standards inquiry, Government motion and replacement Bill routes active.
Recall amendment is out of scope	Use a separate companion instrument rather than weakening either proposal.
Attendance becomes a crude quota	Measure verified service and genuine attempts across functions.
Disability or caring is punished	Enumerated reasonable excuses, adjustments, confidential evidence and appeal.
Political dissent is targeted	Express exclusion for speech, votes, abstentions, party status and lawful opinion.
Complaints are weaponised	Objective screening, independent investigator, separate adjudicator and reasons.
House protects its own	Durable statutory trigger after final independent finding.
Metrics are gamed	Multiple evidence sources, qualitative audit and no token-activity safe harbour.
Private data is exposed	Aggregation, access controls, delayed disclosure and narrow redaction.
Agencies become political monitors	Remit-based, evidence-triggered action and statutory information boundaries.
Intelligence is treated as proof	Formal evidential testing, disclosure and response rights.

Risk	Safeguard
Defamation or unfair naming	System-level advocacy and reliance on final official findings for named claims.
A permanent blacklist forms	Appeal, prominent correction, contextual report and proportionate retention.
Administrative burden grows	Automatic imports, quarterly aggregate returns and audit sampling.
Payment is routed indirectly	Connected-person, deferred-benefit and benefit-in-kind provisions.
Burnout	Written-first process, one outward action at a time and reusable templates.
Single sponsor dependence	Maintain committee, Government, cross-party, petition and public routes.

22 Decision register

Status	Decision
Settled	Public pay should be accompanied by auditable public service.
Settled	Service and genuine attempts matter more than physical presence.
Settled	Outside earned remuneration and indirect benefit should be prohibited.
Settled	Criminal, tax and civil routes remain monitoring or enforcement tools, not the dismissal mechanism.
Settled	Final proven reasons should be public and corrected if overturned.
Settled	Constituents should make the final removal decision through recall.
Provisional	Necessary qualification and frontline work should be unpaid apart from documented expenses.
Provisional	Underlying event records should support a quarterly public return.
Provisional	Serious non-performance should require twelve weeks plus a twenty-working-day remedy notice.
Open	Which body should own the ledger and independent adjudication function.

Status	Decision
Open	Whether a Code pilot should precede legislation and for how long.
Open	Exact civil standard, appeal route and treatment of resignation during a case.
Open	The final boundary for passive income and pre-election intellectual property.

Appendix A Model policy wording

The wording below is a policy drafting model. It requires review by Parliamentary Counsel or a suitably qualified parliamentary and public-law specialist before formal introduction.

A 1 Outside earned remuneration rule

A Member must not, directly or indirectly, receive or become entitled to remuneration or another financial benefit in respect of work or services performed while the Member holds office, other than work forming part of the Member's parliamentary or government functions.

For this rule, remuneration or financial benefit includes salary, wages, fees, commission, a retainer, honorarium, benefit in kind, equity or an option attributable to services, deferred consideration, and a payment or benefit provided to a connected person or entity or at the Member's direction.

A financial benefit includes a favourable loan, release or forgiveness of debt, and any payment redirected to a third party or charity at the Member's request where the payment is attributable to the Member's work or services.

The Guide may permit activity strictly necessary to maintain an existing professional qualification or to provide specified frontline public service only where the Member receives no remuneration and no financial benefit apart from reimbursement of documented necessary expenses.

A Member must obtain written advice from the Registrar before relying on an exception, provide the information reasonably required, and register the activity whether or not an ordinary financial threshold is met.

A Member must not arrange, defer, redirect or disguise a payment or benefit for the purpose or effect of avoiding this rule. Deliberate or repeated circumvention or concealment is a serious breach.

A 2 Public duty rule

A Member must, on a sustained basis, participate in verified parliamentary or other public duties and maintain a reasonably accessible constituency service. The Member must submit the prescribed periodic return and retain sufficient records to verify work completed or genuinely attempted.

A Member commits serious non-performance where, without reasonable excuse, the Member substantially abandons both parliamentary or other public duties and constituency service for a continuous twelve-week assessment period and fails to remedy that abandonment within twenty working days after formal notice.

No finding may be based on the Member's opinion, speech, vote, abstention, party or whip status, lawful dissent, policy priority or refusal to support a particular request. Account must be taken of disability, illness, injury, pregnancy, parental or adoption leave, fertility treatment, baby loss, caring, bereavement, authorised leave, security risk, emergency, verified official duty and reasonable adjustment.

Knowingly making a materially false or misleading periodic return, or deliberately fabricating verification, is a separate serious breach.

A 3 Recall Act amendment concept

A fourth recall condition is met where an authorised independent adjudicator has made a final determination that the Member committed serious non-performance or a specified serious breach of the prohibition on outside earned remuneration, every ordinary appeal has been determined or expired, and the determination has not been set aside.

The Speaker must give notice to the petition officer as soon as reasonably practicable after receiving certification that the fourth condition is met. The Speaker does not reconsider the merits of the final determination.

Regulations or a schedule should define the adjudicator, certification, appeal, reversal, resignation, publication and transitional arrangements. The existing signing period, threshold and ability to stand in the resulting by-election should remain unless Parliament expressly decides otherwise.

Appendix B Minimum viable submission package

Item	Output	Contents
Document one	One-page proposition	Decision sought, two tracks, five red lines and immediate timetable.
Document two	Two-page evidence note	Current law, accountability gap and official sources.
Document three	Second jobs clause	Direct and indirect benefit, exceptions, transition and enforcement.
Document four	Public duty clause	Duty, records, serious non-performance, exclusions and protected reasons.
Document five	Recall concept	Fourth condition, independent finding, appeal and Speaker notice.

Item	Output	Contents
Document six	Ledger specification	Fields, automation, verification, publication and privacy.
Document seven	Safeguards note	Political freedom, disability, privacy, due process and correction.
Document eight	Source and version register	Dated authority, access links, claim status and revision history.

Appendix C Stakeholder route

Recipient	Function	Request	Channel
Richard Burgon	Bill sponsor	Ask for anti-avoidance wording, unpaid exceptions and a written view on the companion recall proposal.	richard@richardburgon.com
Committee on Standards	Code and outside employment inquiry	Submit both tracks separately and request formal consideration.	standards@parliament.uk
Leader of the House	Government motion and timetable	Request objective rules, timetable and a response to public duty reporting.	commonsleader@cabinetoffice.gov.uk
EDM supporters	Cross-party support	Circulate the short verified brief and seek named sponsorship or written support.	Use official Member pages
Petitions Committee	Distinct public petition	Submit a public duty transparency and recall petition, not a duplicate second-jobs petition.	petitionscommittee@parliament.uk
Independent reviewers	Legal privacy and procedure review	Review only the relevant clauses and unresolved questions.	Written approach only

Appendix D Official source register

All web sources below were checked on 16 September 2026 unless a publication date is stated. Links lead to the official body responsible for the material.

- [S1] [Members of Parliament Prohibition of Second Jobs Motion Bill](#). UK Parliament. Bill page. Sponsor, long title and current version
- [S2] [Bill 122 stages](#). UK Parliament. Current stage page. First Reading and provisional Second Reading
- [S3] [Bill 122 text as introduced](#). UK Parliament. 16 July 2026. Proposed Code rule, exceptions and fine
- [S4] [Letter from the Leader of the House to the Standards Committee](#). UK Parliament. 22 June 2026. Government position on Time Money Influence exceptions and implementation
- [S5] [Outside employment and interests inquiry](#). Committee on Standards. Current inquiry. Committee work on outside employment
- [S6] [Attendance response F24 458](#). House of Commons. 1 October 2024. Records not held and MPs not required to report attendance

- [S7] [Attendance of Members](#). Erskine May. Current online edition. Ordinary Commons attendance not enforced
- [S8] [MPs pay and pensions](#). IPSA. Current page. GBP 98,599 annual basic salary from April 2026
- [S9] [Recall of MPs Act 2015](#). legislation.gov.uk. Current PDF. Recall conditions, six-week signing period and ten per cent threshold
- [S10] [Expulsion](#). Erskine May. Current online edition. Commons power and ability to restand
- [S11] [Article IX of the Bill of Rights](#). Erskine May. Current online edition. Protection for proceedings in Parliament
- [S12] [R v Chaytor and others](#). UK Supreme Court. 1 December 2010. Parliamentary privilege and expenses prosecution
- [S13] [House of Commons standards process explainer](#). Committee on Standards. 16 July 2026. Publication, investigation, committee and appeal process
- [S14] [Parliamentary Commissioner for Standards](#). UK Parliament. Current page. Monitoring and investigation remit
- [S15] [Compliance Officer for IPSA](#). IPSA Compliance. Current page. Staffing and business-cost investigation remit
- [S16] [Our enforcement work](#). Electoral Commission. Current page. Political finance monitoring, investigation and referral
- [S17] [Commissioners for Revenue and Customs Act 2005 section 18](#). legislation.gov.uk. Current text. HMRC confidentiality duty
- [S18] [Suspicious Activity Reports](#). National Crime Agency. Current page. SARs are intelligence and not crime reports
- [S19] [About the Serious Fraud Office](#). GOV UK. Current page. Serious or complex fraud bribery and corruption remit
- [S20] [Treatment of politically exposed persons](#). Financial Conduct Authority. FG25 3. MPs as PEPs and risk-based treatment
- [S21] [The scope of a bill](#). Erskine May. Current online edition. Amendments must fall within the bill's purposes
- [S22] [Prohibiting Members of Parliament from having paid second jobs](#). UK Parliament Early Day Motions. EDM 618. Motion and supporters
- [S23] [Ban MPs from having second jobs except in NHS](#). UK Parliament Petitions. Closed 24 August 2026. Prior petition and signature total
- [S24] [How to create an e petition](#). UK Parliament Petitions. Current help. Initial supporter and response or debate thresholds
- [S25] [UK Parliament Developer Hub](#). UK Parliament. Current APIs. Members interests votes questions bills and committees APIs
- [S26] [Votes in Parliament](#). UK Parliament. Current service. Recorded Commons and Lords divisions
- [S27] [Register of Members Financial Interests](#). UK Parliament. Current register. Published registrable interests
- [S28] [Political finance search](#). Electoral Commission. Current database. Donations loans and regulated finance
- [S29] [How does an MP leave office](#). UK Parliament. Current explainer. Election resignation suspension recall and criminal law
- [S30] [Contact Richard Burgon](#). UK Parliament. Current contact page. Bill sponsor contact details