

HCO - LA

HUBBARD COMMUNICATIONS OFFICE
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BEING CAUSE OVER POSTS

Ron asked me to write this to you so that you could see just how well London HASI is doing.

It's been an interesting observation discovering the reason behind any HASI not being as successful as it could be. There is no doubt that the reason for this is the responsibility factor.

People have had many losses and failures in the past and are now convinced reactively that the only effects they can cause are bad ones. And who can be responsible for that - not them, because they could not possibly be responsible for so much bad cause.

Consequently rather than make a decision or to be causative in any way they pass the buck on to someone else. If they have a department head, well and good - he'll sort out the problems. If they are the department head then Ron will find the answer.

It's interesting in itself to notice how HASI's are affected by Ron's presence or his absence. The general attitude is that he will find the solution, he will find the right process to get us clear - well, sure, he could and does, but it also happens to be our organization and therefore our responsibility. That means that we have to contribute from the causative side.

Thetans have difficulty in getting their postulates to stick so they cling to the people who can. When the unit is low, we don't feel that it's possible for us individually to change this or to take some responsibility. Instead we often sit back and feel that the Registrar should be signing up more students and pcs or the PE Director should be running a bigger PE Course or, why don't the HGC clear more people, and so on.

Well, this was how things stood in London a couple of weeks back. Now that we know what was wrong we have been able to start changing it.

The staff have been educated into making decisions and being more causative over their posts. Things have changed - the morale has gone up and so has the unit.

Hats are important and certainly necessary data but it's not necessary to make staff members the total effect of these pieces of paper. If certain policies in your hat are totally inapplicable to your post, it's up to you to do something about it. It's your job and therefore you are the one who should know. If your hat needs a schedule, mock one up and then go and discuss it with the HCO Secretary. Remember it's your job so don't wait for someone else to give you a new schedule.

If you're in the Training Department, see that the latest course is being taught. Don't wait to be told. If you are responsible for the auditors then see that the HGC preclears are getting the latest processes.

We have started our Staff Theta Clearing Course which has been going just fine. This means that all the staff will now get a chance to improve their cases and also take responsibility for improving each others.

With the responsibility factor greatly improved and the staff getting auditing we are made. This is it - we've won.

NORMA WEBB
HCO AREA SECRETARY
FOR
L. RON HUBBARD

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