

HUBBARD COMMUNICATIONS OFFICE
Saint Hill Manor, East Grinstead, Sussex

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Sthil

SECURITY OF EMPLOYMENT

No staff member need have any fears for his job if the following conditions are factual:

1. Doing his work
2. On post at the proper hours
3. Observing Sthil regulations.

People who do not do their work are the only ones ever dismissed. This is the stable datum on which I operate. People who do their work need very little supervision and have rights. People who don't do their work don't have rights as they need too much supervision from the rest of us, they slow us down. Therefore I usually can be counted upon to eventually sack people who consistently don't do their work. I can be counted upon to defend and retain in employ anyone who does his job. I pay no attention to rumours or gossip. If a person's department or area is running well, that person has my full support. The philosophy is too starkly simple to be believed by some people. But having run businesses, companies and groups now for a third of a century, I have found that other philosophies about work aren't effective. Thus I support the personnel who do their jobs and protect them from personnel who overburden us all. In fact, the world supports me only so long as I do my job and so I just pass the same idea along in governing staffs.

The term "on post" should have some attention. "On post" means activity in the area of one's job during the appointed hours. "Off post" means getting into other people's areas and hair. People who drift about into the areas of other people and waste the time of others are "off-post". A person off post during the appointed hours is obviously not only not doing a job but causing others to carry his work and is making somebody else look bad as well.

Those who are part of Earth's people today are all part of an economic machine, whether we like it or not. No matter how we may dislike the fact, we live so long as our share of the machinery runs. Maybe it will all be different some day. Just now it isn't. Those of us who work, get along all right. Those who don't, don't.

L. RON HUBBARD

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