

BOARD POLICY LETTER

9 AUGUST 1971R

ISSUE II

REVISED & REISSUED 11 AUGUST 1975 AS BPL  
(3rd Revision in Script)

Remimeo

CO/ED Hat

HAS Hat

Dept 1 Hats

Dept 3 Hats

Qual Sec Hats

Dept 13 Hats

Dir Org Corr Hat

LRH Comm Hat

Missionaire

Checksheets

CANCELS

HCO POLICY LETTER OF 9 AUGUST 1971

ISSUE IV

SAME TITLE

URGENT

HIGH CRIME PL

OPERATION STAFF STABILITY AND PERSONAL SECURITY

PERSONNEL

PERMANENT APPOINTMENTS, TRANSFERS, DEMOTIONS

AND DISMISSALS

(Cancels HCO PL 21 May 1962 - Permanent Staff  
HCO PL 28 Jul 1960 - Hiring and Dismissing

Amends all earlier HCO Policy Letters on Permanent Staff appointments, the transferring, demoting and dismissing of staff where contrary to this Policy Letter.)

APPLIES TO ALL SCIENTOLOGY (R) ORGANIZATIONS, SO FOLOs, ORGS, GROUPS AND ACTIVITIES.

Revised (8 Jan 72) to make it a High Crime to violate the Personnel Policies in Volume One OEC and the Personnel Series PLs where such violation is shown to be source of loss of statistics.

HCO Ethics Policies expressly forbid staff members from being transferred, demoted or dismissed except under certain stated strictly observed rules. These Policies are equally applicable to SO FOLOs, Orgs, Units and their activities.

It has been long proven that constant transfers of personnel - also known as "musical chairs" - and frequent demotions or dismissals cause a situation of decline in an org, and winds up with staffs:

- a) Not getting fully hatted and trained on the actions and functions of one post,
- b) Not gaining the experience they need ON the post to learn all the ropes,
- c) Thus being left with misunderstands on that post or area,
- d) and the same occurring in rapid succession on other posts.

In such a situation one winds up finally with confused staff, slow producers due to earlier unhandled misunderstood words, lack of hating as the Hating Officer can't keep up, lack of personnel programming as they don't stay long enough on any one post to complete their program for that post.

This then leads to unstable terminals, which brings about weak internal lines and reflects on the field by lack of new bodies or if they do show lack of sign-ups, and finally, lack of a stable, bright, high morale staff which IS producing.

This IS the cycle of DIS-ESTABLISHMENT. It doesn't happen overnight. But once started, it dis-establishes with increasing momentum.

Therefore, to assist Organizations and other activities to handle this situation, stabilize Orgs firmly and rapidly by eradicating the 3rd Dynamic Psychoses of TRAINING, APPRENTICING and UTILIZING personnel, and provide security for all staffs the following Policies are brought into full and immediate effect IN ALL SCN ORGS AND SO FOLOs, ORGS AND ACTIVITIES.

1. NO PERSON MAY BE APPOINTED AS A PERMANENT STAFF OR CREW MEMBER FOR ANY REASON WHATEVER IN AN SCN OR SO ORG OR ACTIVITY BY THE ORG, A FOLo OR MISSION WITHOUT THE APPOINTMENT HAVING BEEN APPROVED AND ISSUED BY External HCO Aide, Flag.

Appointment of Permanent Sen or SO staff will be done by Flag on the basis of:

a) Successful completion of SS I and SS II, and for all newly hired persons their rapid completion in an HCO Expeditor Pool. SO Member recruits also do *Product 0* in the Expeditor Pool.

b) Proven case gain.

c) Evidence that staff member is in compliance with HCO PL 2 August 71 "Study Time", and is receiving 2 1/2 hours of auditing or training daily and is progressing as a Scientologist.

d) 5 Year Contract with Org for Sen staff members.

e) Drug Rundown complete.

f) Successfully held post with correct and rising statistics for 3 months or more as adjudicated at Flag Ext. HCO Branch.

g) Clean Ethics Record. All Ethics chits and actions issued on the staff or crew member will be taken into account.

No person may be posted as Permanent or paid as such without the appointment being okayed by Flag Ext. HCO Branch.

This is a very high and desirable status to achieve and carries special privileges for the staff member as outlined in earlier Policy Letters.

2. NO SCIENTOLOGY OR SO PERSONNEL MAY BE TRANSFERRED FOR ANY REASON WHATEVER FROM A POST LEGALLY ASSIGNED AND HELD BY ANYONE INCLUDING ORG EXECS, FOLo STAFF OR EXECS OR MISSIONS IN VIOLATION OF PERSONNEL POLICIES IN OEC VOLUME ONE AND THE PERSONNEL SERIES WHERE SUCH VIOLATION IS ALSO SUBSEQUENTLY SHOWN TO BE THE CAUSE OF LOSS OF STATISTICS.

This includes:

- a) New staff or recruits in training in the HCO Expeditor Pool.
- b) Transfers from an Org, F010 or Unit or Group - or vice-versa.
- c) Staff or crew "temporary transfers" for a few hours or days - these being off Policy and illegal.
- d) The Org Janitor.
- e) Staff or crew members on full-time tech or admin training programs.
- f) SO or SCN Org personnel going for training to a higher Org, F010 or Flag.
- g) Staff or crew going on their annual leaves.

The intention with this Policy is to stabilize personnel moves, to allow correct and predictable personnel planning to be done by Dept 1s, enable Personnel Programming to be effectively gotten under way by Dept 13s and to achieve the Product of Department 1 - EFFECTIVE STAFF POSTED AND HATTED.

We know that only unhatted staff go criminal - there is no other reason. And we do have the tools to properly hat them, provided they remain long enough on a post to get hatted!

3. NO SCN OR SO ORG PERSONNEL MAY BE DEMOTED IN OR DISMISSED FROM AN ORG, GROUP OR UNIT FOR ANY REASON WHATEVER BY ANYONE INCLUDING ORG SENIOR EXECS, F010 EXECS OR MISSIONS IN VIOLATION OF PERSONNEL POLICIES IN OEC VOLUME ONE AND THE PERSONNEL SERIES WHERE SUCH VIOLATION IS ALSO SUBSEQUENTLY SHOWN TO BE THE CAUSE OF LOSS OF STATISTICS.

This applies to:

- a) Newly hired staff or recruits in an HCO Expeditor Pool,
- b) Temporary, Provisional or Permanent staff and crew, whether of In Training, Apprentice, Acting or Deputy status in any Org, F010 or activity.

In every instance of demotion or dismissal to date, except only where HIGH CRIMES and SUPPRESSIVE ACTS were found and proven, has been found unhattedness, lack of training, lack of apprenticing and lack of auditing.

Therefore, the above Policy is also intended to give Department 1 Personnel the opportunity to fully hat staff and crew, to give Dept 12s time to fully handle drugs and life repairs on crew and staffs and to give Department 13s time to get staff trained and trained more.

Proposals for transfers, demotions or dismissals are routed to Ext. HCO Aide, Flag. Where such are against Policy, and if stats go down in the area or if a GDS or Org stat suffers as a result, the originators and approvers of the move may be charged with a High Crime.

The line for all such personnel CSWs must remain fast.  
(Ref: HCO PL 16 Nov 74R "Transfers and Removals and Permanent Postings Forbidden Locally".)

No PCO, Dir Pers or HAS may activate any order to transfer, demote or dismiss a staff or crew member in violation of the Personnel PLs in Volume One OEC, the Personnel Series and HCO PL 16 Nov 74R.

No staff or crew member may accept a verbal or written order to transfer, be demoted or dismissed from his post, but should -

a) Demand to see the ED or Personnel Order authorizing the action,

b) Must refuse the action if the ED or Personnel Order cannot be provided,

c) Should immediately telex or cable the nearest Ext. HCO Chief if pressured, or this failing telex or cable Ext. HCO Aide, Flag, even if from outside the Org.

d) And must refuse to leave his post or post area.

Staff members do have a right to a post, a hat and the standard actions of apprenticing and training.

So by making these Policies firm, enforcing them ferociously and continually we will achieve Org stability both now and in the future.

To further protect staffs, penalties for non-compliance with the above Policies are also now brought into force in BPL 9 Aug 1971R (Issue I) HIGH CRIME ADDITIONS.

4. STAFF OR CREW MEMBERS WHO BLOW OR DESERT THEIR LEGALLY ASSIGNED POSTS IN AN SCN OR SO ORG, FOLLO, GROUP OR UNIT FOR ANY REASON WHATEVER, EXCEPT FOR MEDICAL OR DENTAL REASONS WITH ETHICS OFFICER OR MAA AND C/S ATTESTATION THAT THIS IS REQUIRED, WILL BE DEEMED DESERTERS, DECLARED INSANE AND UNFIT, DECLARED SUPPRESSIVE PERSONS WITH FULL PENALTIES OF STEPS A TO E OF HCO PL 23 DECEMBER 1965 SUPPRESSIVE ACTS, SUPPRESSION OF SCIENTOLOGY AND SCIENTOLOGISTS, WILL BE DENIED RE-ENTRY INTO ANY SCN OR SO ORG, GROUP OR UNIT AND DENIED FURTHER TRAINING AND PROCESSING UNTIL:

a) Steps A to B of HCO PL 23 December 1965 above have been done in the Org HCO Div or the FOLLO HCO Bureau,

b) All debts to Scientology or SO Orgs have been paid in full, including civil suit to collect if needed,

c) They have been successfully audited on the exact processes that will handle the insanity at their own expense with C/S attestation of full completion, with OCA, IQ, Aptitude and Leadership results showing satisfactory ranges.

d) Following which they can do steps C to E under the supervision of HCO.

FLAG Ext. HCO Branch Review OF ALL THE ABOVE STEPS, INCLUDING ETHICS RECORD, AUDITING AND TRAINING RECORD SINCE DECISION IS REQUIRED BEFORE THE LIFTING OF THE SUPPRESSIVE ORDER WILL BE CONSIDERED - IF AT ALL.

This Policy is made necessary as it has been proven that persons who do blow are psychotic, and the above measures are

necessary to protect Orgs and staffs from their destructive actions. Such cases can be handled. But until fully handled as above, they must be kept off all Org and Unit lines and staffs.

The above Policies will enable Orgs to successfully eradicate the 3rd Dynamic Psychoses from their lines, build sane and stable Organizations and thus very quickly speed our way to a Clear Planet - this being a very real goal.

To give these Policies further backing, the following penalties are also brought into force:

1. Using these Policies to prevent an Org from expanding is actionable with immediate Comm Ev on charges of Crimes.
2. Any persons found to be overtly or covertly circulating or reporting false accusations against other staff or crew members which imperil their employment are also actionable by immediate Comm Ev on charges of Crimes.
3. Non-compliance with the above Policies will be deemed a High Crime and actionable as such - as only persons who are psychotic will order, condone or suggest any of the above insane actions.
4. Flagrant non-compliance will be handled by immediate Flag Missions with full Ethics Authority to handle in the area on the basis of Suppressive Acts on Scientology and Scientologists.

All such Committees of Evidence must be rapidly convened and concluded. Full findings and recommendations with evidences must be submitted to the Convening Authority quickly after the action, published rapidly after the action with copies routed at once to FOLO and Flag Ext. HCO Branch.

No staff member need have any fears for his job if he meets the following requirements:

1. Is doing his post in assigned capacity.
2. Making good progress on his post hat training and programming.
3. Is on post at the proper hours.
4. Is observing staff regulations as laid down in HCO Policy Letters.

People do want to contribute. It is our duty to provide the sanity and environment where this can be done, and where proper training, apprenticing and hatting actions can be achieved on all staffs and crews.

It is the full intention of the Flag Ext. HCO Branch to provide full security for Scientology and SO Staffs and to uphold these Policies at all times. This responsibility is now also charged to all Hubbard Communications Office Personnel.

BPL 9.8.71R  
Rev. 11.8.75

- 6 -

HCO Aide

Revised & Reissued as BPL  
by Flag Mission 1234 2nd  
Molly Gilliam

Approved by the  
Commodore's Staff Aides  
and the  
Board of Issues

for the  
BOARDS OF DIRECTORS  
of the  
CHURCHES OF SCIENTOLOGY

BDGS:CSA:BI:HE:MG:mg  
Copyright © 1971, 1975  
by L. Ron Hubbard  
ALL RIGHTS RESERVED  
This is Reproduced and issued to you by  
The Publications Organization, U. S.