## HUBBARD COMMUNICATIONS OFFICE Saint Hill Manor, East Grinstead, Sussex HCO POLICY LETTER OF 11 AUGUST 1971 ISSUE II

Remimeo

## Personnel Series 22

DON T UNMOCK A WORKING INSTALLATION

The stable rule of a good HAS or HCO Cope Officer is NEVER UNMOCK A WORKING INSTALLATION.

It takes a lot of executive time and effort to build up a Section or Dept or Division.

For someone to then come along and scramble it up with transfers is a criminal action.

If a unit, section, Dept or Division is operating well, don't unmock it.

Strengthen it. Hat it better. Put apprentices in it opposite to its posts to learn. Give it help.

But DON 'T SCRAMBLE IT.

The work of years can be destroyed overnight by "urgent" "vital" personnel action.

Such crazy actions are only done by people too lazy to recruit and train new people or by unreal financial planning or a failure to get it to produce.

THE MAIN REASON WE HAVE EVER HAD SLUMPS HAS BEEN UNMOCKING ORGS OR UNITS.

Firing people, too heavy ethics, putting off people as "PTS" when all you needed was to pull their witholds, a thousand reasons can be given for unmocking an org or its parts.

They are all cover ups for execs who won't keep the place busy and for HCO failures to recruit, train and hat.

To do so is a sign of insanity.

People like their jobs.

DON'T UNMOCK A WORKING INSTALLATION.

L. RON HUBBARD FOUNDER

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