

HUBBARD COMMUNICATIONS OFFICE
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HCO POLICY LETTER OF 3 OCTOBER 1971

Remimeo

HOW ETHICS GETS HARSH

There is, apparently an exact cycle when an org goes downhill.

1. HCO Dept 1 for some reason does not recruit, apprentice and hat.
2. The tendency of an org to expand begins to overload areas that should be reinforced by new personnel.
3. The overload causes omissions and errors.
4. HCO shifts emphasis to Dept 3 Ethics.
5. Normal losses and blows reduce staff.
6. Further heavy Ethics further reduces staff.
7. The org dwindles to non viability.
8. As an overloaded division tends to empty the org can collapse.

This cycle can be traced in the 1967 WW upsurge and stat decline.

It can be traced in the 1968 upsurge and stat decline.

It can be traced in the 1971 upsurge and stat decline.

Further it can be traced in individual orgs.

There is a normal staff loss if only to promotion or higher orgs and HCO must recruit, train and apprentice just to keep even with org size.

HCO must recruit, train, and apprentice much more heavily to expand.

CONCLUSION

If an HCO is not recruiting, training, hatting and apprenticing then a heavy Ethics period is predicted.

The time between HCO's ceasing to recruit and train and the decline of the org can be measured in a few months.

The answer to this is to force HCO Dept 1 to act by insisting Dept 3 has HCO itself as its first Ethics target.

Any out-Ethics or neglect of duty in Dept 1 or HCO predicts a hard time for all the rest of the org.

An upstat producing HCO is the main area that predicts upstatness for the rest of the org.

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