

HUBBARD COMMUNICATIONS OFFICE
Saint Hill Manor, East Grinstead, Sussex

Remimeo HCO POLICY LETTER OF 23 JULY 1972R
REVISED 20 DECEMBER 1978

(Revisions in Script)

Establishment Officer Series 23R

Executive Series 15R

Org Series 31R

THE VITAL NECESSITY OF HATTING

On a graph analysis of past stats, my campaign on hatting where a hat was a checksheet and pack apparently introduced a steady rise of the International Gross Income.

Studying this further I discovered a new basic, simple fact:

HATTING = CONTROL

A person who is hatted can control his post.

If he can control his post he can hold his position in space - in short, his location. And this is power.

When a person is uncertain, he cannot control his post, he cannot control his position. He feels weak. He goes slow.

If he can control his post and its actions he feels confident. He can work effectively and rapidly.

The key is CONTROL.

Control is the ability to START CHANGE and STOP.

When he is hatted he knows the tech of HANDLING things. Thus he can control them. He is at CAUSE over his area.

If you have an org composed only of weak wobbly posts, they tend to collapse in on each other. There is no POWER.

The org then cannot be CAUSE over its environment because it is composed of parts which are not cause. The whole is only the sum of its parts.

If all the parts are each one at cause, then the whole will be at CAUSE over its environment.

Only an org at CAUSE can reach and CONTROL.

Thus a fully hatted org can be at cause over its environment, can reach and control its fates and fortunes.

THUS THE PRIMARY TARGETS OF AN EST O ARE

- A. ESTABLISHED ORG FORM and
- B. FULLY HATTED PERSONNEL.

BASIC SEQUENCE OF HATTING

1. Recruited or hired. Signs contract.
2. Posted in HCO Expeditor pool or Division if divisional recruit (per HCO PL 2 Sept 74R RECRUITING AND HIRING).
3. In SO new recruit goes directly onto Product Zero in the Estates Project Force and upon graduation from EPF goes to HCO Expeditor pool (Ref: FO 3727 PRODUCT TRAINING LINE-UP).
4. Staff Status Zero.
5. Eligible for student auditing but must have a stat and demonstrated he has produced on post.
6. Staff Status I.
7. Staff Status II.
8. Posting as other than an HCO Expeditor.
9. Full hatting with a checksheet and pack with Word Clearing M6, M7 and M4.
10. Method 1 Word Clearing, Primary Rundown or Primary Correction Rundown.
11. Administrative or Tech Training (OEC or Auditing).

No one should have any other training much less full time training before step 10 in the above. Flag Orders in the Sea Org may change this line-up slightly but it is basically the same.

There are Time Limits placed on how long it takes to do SSI and SSII. A person who can't make it is routed to Qual where he is offloaded with advice on how to get more employable. (In the SO it is Fitness Board.)

TIME TESTED

The above is the route that has been tested by time and found good.

Other approaches have NOT worked.

Granting full time training at once is folly. The person may get trained but he'll never be a staff member. This is the biggest failure with auditors - they don't know the org. Admin training with no org experience to relate it to is a waste of time.

This was how we built every great org. And when it dropped out the org became far less powerful.

Old timers talk of these great orgs in their great days. And they will tell you all about the org boarding and hatting that went on. How the hatting officer in HCO and the staff

training officer in Qual worked as a team. And how fast the lines flew.

The above steps have stood the test of time and are proven by stats.

RECRUITING AND HIRING

You never recruit with a promise of free courses or free auditing. Not even HASs or HQSs. You recruit or hire somebody to be part of the team.

OPEN GATE

If any opinion or selection is permitted as to who is going to be let on staff, all recruitment and hiring will fail.

By actual stats when you let anyone say "No! Not him! Not her!" the gate shuts, the flow stops. And you've had it.

Requirements and eligibility fail. The proof is that when they have existed in orgs, the org wound up with only PTSs and no-case-gains!

The right answer is FAST FLOW hiring. Then you have so many that those who can't make it drift low on the org board or off. You aren't trying to hold posts with unqualified people "who can't be spared".

In a short-staffed org "looking only for the best people" the guy nobody will have gets put on an empty "unimportant" department. He's now a Director!

It only happened because you didn't have dozens.

The answer is NOT lock the gate or have requirements. The answer is HAT.

An org that isn't hatted goes weak and criminal.

Don't be selective in hiring or recruiting. Open the gates and HAT!

Follow the steps given above and you have it.

Don't spend coins like training or auditing (or travel) on people until they have proven their worth. No bonuses or high pay for anyone until they have reached and attained Step 8 (a good stat). The cost of such fast flow hiring is not then a big factor.

The only trouble I ever had with this was getting div heads to UTILIZE their staff. A FIRST JOB FOR AN EXECUTIVE IS TO GET THINGS FOR HIS PEOPLE TO DO. AND KEEP THEM BUSY AT PRODUCTIVE THINGS.

So I used to have to go through the org that did FAST FLOW HIRING regularly and get people to use their new people. And to move off those who could not work.

This was ALL the trouble I had with the system.

And until I enforced FAST FLOW HIRING there was always some effort by someone to close the Gate.

ALL the great executives in Scientology came up in such orgs.

With a flow of people the best move on up. The worst, if any, drop off.

Only orgs with restricted hiring or recruiting give trouble.

IN A FAST FLOW HIRING ORG THE HAS AND EST Os MUST BE ON THE BALL. THE BREAKDOWN OCCURS WHEN THEY DO NOT HAT AND KEEP ON TOP OF THE PERSONNEL SCENE.

Fast Flow Hiring only breaks down and gets protested where HCO and Est Os are not doing a top job. They have to really handle the personnel, post them, hat them, keep the form of the org.

A fully formed org in a heavily populated location would need hundreds of staff. It would make hundreds of thousands.

But only if it is fast flow hiring, hatting, holding the form of the org and only then could it produce.

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Revision as assisted by
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FMO 2025 I/C

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