

HUBBARD COMMUNICATIONS OFFICE
Saint Hill Manor, East Grinstead, Sussex

HCO POLICY LETTER OF 11 NOVEMBER 1976RB
RE-REVISED 20 NOVEMBER 1984

Remimeo
HCOs
Quals
All Staff

(Revised to delete OCA and Aptitude tests as requirements for HCO recruitment as these have been found to block recruitment flow. Reinstates the 1/4 point given for personnel who wish to join staff but who are as yet unqualified and are put on a project prepare.)

STATISTIC CHANGE, HCOs AND QUAL

DEFINITIONS

Ref: HCO PL 4 November 1976RA

The word "QUALIFIED" requires definition in the statistic computation for the new HCO and Qual Gross Divisional Statistic change as it means different things for HCO and Qual.

HCO RECRUITMENT

For HCO, the statistic is "Number of QUALIFIED staff recruited or hired for that week".

In HCO recruitment the word QUALIFIED means:

1. Not a flagrant criminal or wanted.
2. No institutional history of psychosis.
3. No electric, insulin or other shock or psychiatric brain operation history.
4. Not an active drug pusher.
5. Has never sued an org or Scn principals.
6. Is not a blown staff member or blown Sea Org member.
7. Is not related to or connected to intelligence agencies either by past history or immediate familial connections.
8. Does not have a parent or a guardian who is a rabid antagonist of Scientology.
9. Is not there to obtain news stories or generally disrupt the organization.
10. Does not have huge personal debts that would immediately pull the person back out of the org.
11. Is not psychotic per HCOB 28 Nov 70 PSYCHOSIS nor per the following definition of crazy people:
 - A. They're dirty.
 - B. Talk in non-sequitur way with outpoints in their conversation.

- C. Inability to recognize or assimilate actual data or see that it's factual when it visibly is.
- D. They would apply the wrong data to a subject or action or target.
- E. Glaring outpoints per Evaluator's Know How Chart are clearly visible in their person, life style, or ambitions or lack of it.

The main test would be number E but would have to be gross, glaring and numerous before you tagged them.

- F. Any institutional history, by which is meant incarceration in an institution and knowingly or unknowingly given treatment therein.
- G. Prior service in a high security section of the government or armed forces, since these people are often given psychiatric treatment which is then wiped out and will only show up on an E-Meter.

Examination and attestation is required of anyone recruited or hired that the above are not the case.

Any Recruiter found to have recruited someone with the above out-quals loses a week's stats and is subject to further ethics handling.

Note that Drug Rundown completed, no R/Ses, test scores and no criminal history are not required to meet the definition of "Qualified" in HCO recruiting or hiring for staff.

These qualifications definitions also apply to any and all persons hired or recruited by divisional secretaries.

Those recruited or hired by divisional secretaries count on the HCO stat.

$\frac{1}{4}$ point counts for every person who is unqualified for one of the above 11 reasons to get himself ready in a proper project. When HCO qualified, the additional $\frac{3}{4}$ of a point and any bonus points are awarded.

QUAL DIV DEFINITION

Note that to qualify for statistic credit in the Qual Division or for the Qual Div stat, the word FULLY exists before the word "Qualified":

"Fully qualified and trained staff members in the org, cumulative."

In the HCO PL 4 Nov 76RA issue of these stats, Fully Qualified is already defined on page 3.

All the 11 HCO recruitment or hiring qualifications given above are understood to have been already met by those on staff.

The Qual definition of FULLY QUALIFIED therefore means:

1-11 HCO qualifications above plus

1Q. Not PTS or PTSness fully handled.

- 2Q. No drug history or DRD fully completed to an acceptable success story.
- 3Q. No R/Ses or all R/Ses fully handled.
- 4Q. All OCA above the center line (and the OCA used to be a standard and approved OCA).
- 5Q. Aptitude test scores acceptable.
- 6Q. Leadership test scores acceptable.
- 7Q. No criminal history or criminal history and tendencies fully handled.

ADDITIONAL

It will be noted that educational standards, previous employment, employment records, marital status, age, physical fitness and other items do not appear in either definition. They do appear in requirements for Flag (which this PL does not change) and in some requirements for becoming HCO staff as issued from time to time. Otherwise it will be considered actionable to alter or change or add to these definitions of requirements or capriciously reject persons who DO meet the definitions for recruiting and hiring in the HCO 1-11 or to prevent a person from becoming qualified by the Qual Fully Qualified definition above.

L. RON HUBBARD
FOUNDER

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