

HUBBARD COMMUNICATIONS OFFICE  
Saint Hill Manor, East Grinstead, Sussex

HCO POLICY LETTER OF 20 JANUARY 1979

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All Staff  
Reg Hats  
Tech Sec Hats  
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Supervisor Hats  
E/O-MAA Hats

INCOME CUTATIVES AND SALARY SUM

There are probably thousands of suppressive ways an org can be deprived of its income and the staff can be deprived of pay and welfare.

Whether done on purpose or "because it's unimportant" any action or inaction on a post that deprives other staff members of income, pay and welfare becomes important to every individual on staff.

One should not send to find why one's pay and welfare are low. One only has to look around him and spot careless or other determined actions or inactions to locate the cause.

In an overpopulated world, if it is, a fad of "the other person doesn't matter" can easily start up. One hears: "I am interested in the first and second dynamics and the third doesn't matter." It is a symptom of extreme stupidity. One can ask such a person, "Well, then, who would audit you?" and "Who would feed you?"

The individual pay and welfare of a staff member is a matter of the third dynamic. And if the individuals in that group are so neurotically introverted they can't see what is going on around them and so lacking in personal presence and energy that they can't correct it themselves, why then in truth they will have low pay and no welfare. They will also get bad auditing! The surest way to wreck the first and second dynamics is to abandon the third. Even the hermits of long ago had visitors and banded together. And somebody has to sell the groceries to a recluse.

One can even say he craves to abandon his body and the planet. Yet, I guarantee you that after ten minutes spent, lonely, three hundred miles out in outer space, such a person would be screaming to get back and talk to Joe or Mabel.

And it is interesting that one of the favorite punishments of torturers past and present is to put someone in solitary confinement. If they also turn off the lights, such a person becomes a howling lunatic in most cases after thirty days.

So it is no good to say one is not interested in the third dynamic and ignore what others do unless, of course, one is also fixed on self punishment and enjoys suffering.

It is a bit of a mystery why staffs do not act, when they do not, when they observe vivid examples of income cutatives around them. But if they do not and do not handle them, it is no mystery why their pay and welfare are low.

It is all very well to say that nothing is important anyway. But that is to say that dying is unimportant. But when you know what really happens to some thetans when they die, if the person saying it and even believing it were to experience it and experience the eternity it goes on, he would not be so casual as to infer that nothing, including his own future fate and that of the other fellow - since he is involved in it too - was important even including Scientology and its organizations.

Even in the so-called "welfare states" supposedly dedicated to supporting the individual, those groups that are not active and vigilant as individuals die. And those states that have indulged in this political philosophy are this very moment going bankrupt and are dying and the individuals in them are being eaten up by inflation.

Only a very suppressive person could work for the dream of dead people in a dead world. Yet there is where such actions wind up.

It is therefore of considerable interest to any individual staff member what other staff members do or don't do.

Here are a few examples of how a staff is deprived of its pay and welfare:

The supervisors do not use word clearing or What is a Course P/L or Courses - Their Ideal Scene and do not really make sure that auditors can really audit. So the auditors mess up the HGC, staff and field cases and public word of mouth steers new public away from the org.

Auditors have not done TRs the Hard Way or use a wrong can squeeze and so mis-set their meter sensitivity and do not W/C their materials and cannot make lists read and who waste the org's income with demanded refunds.

C/Ses do not follow the C/S Series and do not cram or get crammed auditors and supervisors and even Cramming Officers and mount up the red tags on staff and paying pcs and add up the refunds.

Qual Secs don't handle Tech staff and don't see that executives can study and are not failed students who can't even read a despatch.

Recruiters and Personnel people recruit only heavy LSD cases and clinic types.

Dissem. Secs and Dissem staff never heard of Vol 2 and don't promote or know how to compile and keep up CFs and Addresses and write letters and don't insist on posting registrars in the org but with the ED do the regging themselves for the bonus.

Ethics Officers assign wrong conditions and also never read or verify the formula has been done correctly and throw out ethics tech in the org.

Dist Secs who don't train their FSMs thoroughly and don't pay them instantly and don't have any.

Book I/Cs who don't run a good bookstore, don't advertise in magazines and sell to local individuals as well as by mail order and don't do the numerous other successful things that sell books, meters, tapes, cassettes and insignia to old and new public.

Or persons who have a vested interest in making the org fail.

HCOs and executives do not insist on executives being trained and staffs being hatted and the busyness of the org does not result in real production.

The Registrars, instead of learning how to close sales, seek to make up for their inability by handing out huge illegal discounts to customers and personal friends or even refuse point blank to sell services to the public.

The Director of Training and his supervisors accept students on course without seeing the invoice of proper payment and train partial paid and unpaids without even noticing - or for other reasons.

The Director of Processing and Director of Tech Services and auditors keep no track of the number of hours pcs have paid for and neglect to return the pc to the Registrar for re-sign and further payment for continuing.

The public division or divisions seek to charge for little services that should be free - like Intro Lectures - but neglect to run good good paying services that build up their raw public to major services. And just so they can say their "Public Reg Paid Starts" are high.

There are many of these ways, many in every division and many on any post, by which the staff can be denied its pay and welfare.

But at least we can do this about it at policy level:

ANY FINANCIAL LOSS OCCASIONED BY ILLEGAL DISCOUNTS OR GIVING AWAY SERVICES OR MATERIALS SHALL BE RECOMPENSED TO THE ORG BY THE GUILTY INDIVIDUAL AND ANY SUMS SO RECOVERED SHALL BE PLACED IN THE SALARY SUM OF THAT ORG.

In short: if a staff member wishes to give away services or make illegal discounts, he is liable for the difference between the sale or delivery price or cost and what it should have been charged.

Any such charges to an individual staff member who discounted or gave away org services or materials may only

be levied by reason of a Committee of Evidence duly convened. But if such losses are occurring and no Committee of Evidence is convened to recover, then the person who should have convened it shall be added to the Committee of Evidence by the next higher management body or a proper mission from it.

Are any of these present in your org? Look around and see. And then instead of just sitting down in apathy, start a campaign to get such things handled and listen to no reasonableness on how they must be. Because they must not be. Your case, your pay, your welfare and those of the whole staff depend on them being corrected. They won't get corrected and neither will your own personal well being if you just walk off and get a job mowing lawns or shovelling snow. You're looking at eternity as far as your case is concerned, let alone the org and the planet.

Verbal tech and crazy interpretations of tech because of somebody's mis-Us make the tech of admin, auditing tech and ethics tech unworkable.

BTBs, BPLs, Bs of I, FDDs which are patently destructive are accepted and followed even when they contradict HCO PLs or LRH EDs which have, when followed, improved things for decades.

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Some income and salary and welfare cuts are occasioned by directives from other management bodies which are unreal in that they do not award a staff for its own production. Management bodies and various vital funds and reserves must, of course, exist and sources outside an org are entitled to these as they are also necessary to the org's survival. But where arbitrary and unreasonable orders which deprive a staff of pay and welfare exist and make no provision for increased staff productivity, then the matter must be reported to the Emergency Officer of the Office of Evaluation and Execution at Flag. The report can be made by the individual staff member or executives of the org. It can be made on channels or from outside the org. The report can be made on the org's own executives or those of any management or network. The report must contain all names and details and copies of any orders issued or report the failure to issue orders on any of the items mentioned in this policy letter. Your report must also contain what you and other staff members have done to handle the outness, otherwise the report will not be considered valid.

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The individual staff of an org cannot only help themselves and each other to obtain better pay and welfare. They can also seek outside and upper management help.

There has never been any intention whatever to deprive individual staff in any policy letter. Quite the contrary. This policy letter points out that the subject can be handled by them and gives them ways and channels to do so.

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for the  
BOARDS OF DIRECTORS  
of the  
CHURCHES OF SCIENTOLOGY

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