

HUBBARD COMMUNICATIONS OFFICE  
Saint Hill Manor, East Grinstead, Sussex

HCO POLICY LETTER OF 27 APRIL 1980

Remimeo  
LRH Comm (Modifies HCO PL 9 May 1974 PROD-ORG,  
Hats ESTO AND OLDER SYSTEMS RECONCILED)  
Esto Hats  
Execs

Establishment Officer Series 41

ESTABLISHMENT OFFICER SYSTEM REVITALIZED

Ref: HCO PL 7 Mar 72 Esto Series 1R  
THE ESTABLISHMENT OFFICER  
HCO PL 14 Jul 72 Esto Series 22  
ESTO FAILURES

The Establishment Officer System, which has never fully gone in in the past, is hereby revitalized and reconstituted.

It is a well known fact that a positive way to expand an org is to get the org on-policy and in-tech. It is the most effective way of guaranteeing the expansion of Scientology.

It was the establishment of HCO and strong Department Ones which preceded the growth and eventual boom of the great orgs in 1973 and 1974 and it was the unmock of HCOs and Department Ones that signalled the later downfall and crash of these orgs.

Additionally all booms and depressions of an org are due to its being expertly built up and then, having a peak period, it is not maintained in that well-established condition and disintegrates.

The handling for this is the ESTABLISHMENT OFFICER.

KEY TOOL

As the EstO system is a key tool through which the LRH Comm carries out his purpose of seeing that the org is established, the LRH Comm ensures that an Exec EstO is posted.

The HCO of the org is held responsible for getting the Exec EstO appointed.

EXPANSION

The purpose of the Establishment Officer is to ESTABLISH and MAINTAIN the establishment of the org and each division therein.

Therefore, the way to expansion is to get the EstO system truly functioning and guaranteeing the prosperity of the org.

DEPT ONE

The first duty of an Exec EstO is to put a strong Dept One there per EstO Series 22 ESTO FAILURES, and the Exec EstO must roll up his sleeves and do the work in Dept One if he is to succeed. The Exec EstO and EstOs under him should be out in the org actually working in their divisions and coordinating with the execs to back up org production. They are not hidden away behind desks in some ivory tower. They are not the juniors of the org execs. They have project orders, provided by International Headquarters, which they follow and in coordination with org execs achieve their purpose of establishment and thus an expanding org.

Once the Exec Esto is chosen and on post he must be rapidly hatted up and drilled on the EstO Series and given project orders to start putting Department One there as per HCO PL 14 Jul 72 ESTO FAILURES. It is the job of the LRH Comm to ensure the Exec Esto follows his project orders and does not get cross-ordered or stopped in his duties of establishing HCO and the org.

All existing EstO Tech applies and is valid.

#### POSITION

The Exec EstO is org boarded in Department 21 in the "Office of the Exec EstO" as per HCO PL 7 Mar 72 EstO Series 1R THE ESTABLISHMENT OFFICER. This does not mean he is in the LRH Comm Network but the LRH Comm is the administrative senior of the Exec EstO. This does not lessen the responsibility of the org and execs for seeing that the Exec EstO post is covered and the EstO System goes in, nor does it lessen the responsibility of the Exec EstO to work in coordination with org execs to achieve the needed org establishment.

It is up to the LRH Comm to act as arbitrator on any conflicts regarding any EstOs' duties and he sees that the appropriate policy reference from the EstO Series or EstO Tapes is followed.

#### PRECAUTION

The LRH Comm must not become "flap crossroads" for personnel and any and all personnel demands from org terminals are not to be directed to the Office of the Exec EstO or the LRH Comm. On-policy personnel requests are routed on standard lines to HCO and handled per policy. The LRH Comm and Exec EstO must be allowed to get on with their jobs of establishing HCO and the org.

This system properly implemented can take your org to higher and higher levels of expansion and prosperity. It must be put in with a vengeance and not allowed to be unmocked for ANY reason. No EstO in an org can be transferred or removed or disciplined without clearance of International Headquarters and LRH Comms must see that this is rigidly enforced.

#### SUMMARY

The EstO System fully established will make the true difference in the establishment of the org and each division therein. And you'll see the org take off to greater and greater heights than ever before.

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As assisted by  
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for the

BOARDS OF DIRECTORS  
of the  
CHURCHES OF SCIENTOLOGY

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