

HUBBARD COMMUNICATIONS OFFICE
Saint Hill Manor, East Grinstead, Sussex

HCO POLICY LETTER OF 28 SEPTEMBER 1980

Remimeo

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Personnel Series 33

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Corr & Reiss 2.5.79

HAT KNOCK OFF

Your functions will be found in PLs and HCOBs.

If anyone tells you your job is different than stated in such issues, please realize that there are no orders senior to such issues and an "illegal order" is defined as one contrary to existing issues. Accepting an illegal order is actionable.

What one gets Comm Eved for is in the PLs and HCOBs.

You can't be Comm Eved for failing to follow an illegal order. You sure can be for departing from policy issues.

Orders don't equal orders equal orders. That's the road to disaster. Some orders are senior to others. A dock worker telling you to put on your jacket is not the same as your division head telling you to do so.

Similarly a "senior" giving you orders contrary to your hat is knocking your hat off. He may have no idea what your hat is. If you follow such an illegal order and fail to follow the policy in your hat, you could be in for it.

Orders are not orders are orders are orders.

You have policy to keep things straight. If policy doesn't cover, request clarification. If you are doing something other than your hat, sooner or later it will catch up to you.

Seniors should have a list of the hats and their duties of every one in the org and know them.

Unless such a list exists and you are foolish enough to accept a hat misinterpretation, not only you but all of us are at risk.

You are counted upon to wear your hat as laid down by PLs and HCOBs.

Don't let the group down.

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