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Org Series 57

ESTABLISHMENT AND THE HAS

REF: HCO PL 21 July 71 I HAS STANDARD ACTIONS

The terminal for staff members and execs to contact when they want personnel is the HCO Area Sec (HAS).

They do NOT route this through or to the Org Officer.

The HAS should work to put an Establishment there.

The Org Officer helps the Product Officer to get products by organizing the immediate area being concentrated on so it is smoothly producing.

You don't write Personnel to get personnel. You write the HAS.

The HAS channels to HCO on such matters.

When the concept of what is an establishment is grasped, all else is easy.

Space, materiel, machines, personnel, hats, lines, control of the org form are all establishment. (Org Series 10, Product 1)

The HAS uses Inspection and Reports (Dept 3 HCO) (Stats) to measure the volume, quality and viability of the Establishment so more or less can be put there. The HAS corrects the Establishment using her other depts—Personnel, Org Bd, Comm Lines and Lines and Ethics.

Until every one knows what is an HAS and what is an Org Officer they won't be able to direct requests or comms and the system will jam up.

The HAS establishes, forms, puts there, corrects, posts, hats, org boards, stats, corrects the org. All on a long-term basis.

The Org Officer organizes production areas for the Product Officer so they produce.

The Product Officer gets the Products of the Establishment produced or corrects the products

Org Series No. 10 gives you the four types of Products—1, 3, 2, 4. One is the Establishment itself. Three is correcting the Establishment. Two is what the establishment produces. Four is correcting the faulty product of the establishment.

You can organize forever and get no production of valuable final products.

You can produce valuable final products with no organization on a total cope. But volume, quality and viability will be awful and the overload will soon overwhelm.

So there are two sides to the coin—organize, produce.

There is long-term, steady, stable, expanding organizing. That's the HAS.

There is instant immediate right-now organizing. That's the Org Officer working with the Product Officer.

There is hammer-pound right-now production of products. That's the Product Officer backed up by the Org Officer close to hand and a bit out in front.

There are also "Consumption" Officers who get the products wanted outside and consumed. These are the Dissemination Secretary (Div II) (Old public) and the Distribution Secretary (Div VI) (New public).

So you have a line-up: Organize an Establishment, Organize the production area, Produce, get the product wanted and consumed.

It's all that simple.

On this depends the uniforms, the pay, the facilities, the food, the transport, personal success, expansion, general success and eventual accomplishment of large targets.

When these points aren't understood, then all the shortages and upsets and confusions you object to occur.

Wherever morale is low, somebody around that point doesn't understand this or agree with prosperity.

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