

HUBBARD COMMUNICATIONS OFFICE
Saint Hill Manor, East Grinstead, Sussex

HCO POLICY LETTER OF 28 MARCH 1984
ISSUE II

Remimeo
Execs
HCO
Qual

Personnel Series 43

Executive Series 40

EXECUTIVE POSTING QUALIFICATIONS

Scientology organizations and their staffs in the past have been subjected to considerable financial losses by appointing to executive positions persons of poor ethics and production records. Therefore this firm policy regarding new appointments to and promotions within Scientology organizations and activities is set and is not to be departed from. Omission of one or more of these in the past has factually cost millions of dollars.

It is expressly forbidden hereafter to propose or post any person to any executive post (Departmental Director or above) without the following:

1. Actual production stats of the proposed person relating to the subject of the post he is being proposed for be found, established and verified.
2. That investigation reveals an acceptable ethics record.
3. Before being posted the person must be checked for any PTSness and any found must be handled.
4. The person must be rolled back for any participation in any black PR activity.
5. The person must be sec checked for false considerations or evil purposes.
6. The person must be false data stripped in relation to the activity he has been or is about to be engaged upon in the organization.
7. In keeping with the policy that any person posted in an executive position in a Scientology organization must be able to achieve, maintain and increase a high level of production and income in his area, the stats found and verified must prove extreme productiveness on the part of the proposed person in the area of the post he is being proposed for. This applies to any executive post. (With the technology and administrative know-how available in Scientology, any exec should, through production and exchange of high quality products, be capable of generating on the order of a million dollars a year for his organization.)

The above requirements are quite in addition to requisite executive status and training certificates held by the person and/or required for the post for which he is being considered. (Ref: HCO PL 29 Dec 82R, Rev. 30 Jul 83, THE TOOLS OF MANAGEMENT)

APPLICATION FOR ACTING STATUS

Before a candidate for an executive posting may assume more than Temporary status, a full CSW covering points 1 - 7 above and prepared by the Personnel Control Officer must be approved on established executive posting approval lines. The Estab Exec International is responsible for issuing directives setting these approval lines, and for updating them as needed.

Approval lines set up are to include approval of all exec postings by an authorized representative of the Office of Senior C/S Int and an authorized representative of the Inspector General Network.

On receipt of written approval, the candidate is granted "Acting _____" status, and a personnel order to this effect can be issued.

Executive posting CSWs may NOT be allowed to staledate at any point on the approval line.

Establishment and maintenance of approval lines is the responsibility of the Senior HAS International.

REQUIREMENTS FOR PERMANENT STATUS

The following additional requirements are established for permanent posting at the level of Departmental Director or above:

8. No person may be permanently posted in a Scientology organization without a thorough apprenticeship under competent supervision before any turnover or permanent posting can occur.

9. No full posting in a Scientology organization can occur until the actual stats of the person achieved during that apprenticeship period have been found to be correct and excellent.

10. No person so assigned as an apprentice on a post may draw a bonus until he is fully Post Purpose Cleared, TIP'ed, his TIP complete, and he is fully hatted.

APPLICATION FOR PERMANENT STATUS

Once the (Acting) exec has successfully fulfilled the requirements listed in points 8, 9 and 10 above, application is made for Permanent posting. This application follows the same routing as for Acting status. The application consists of a new CSW, with verified evidence of requirements 8 - 10 above having been met.

Upon receipt of written confirmation of the posting from the Inspector General Network, a personnel order may be issued appointing the executive permanently to that post.

NETWORKS

This policy applies fully to the posting of executives in any of the various management networks, including FBOs, D/FBOs for M.O.R.E., Flag Reps, LRH Comms and any other networks.

L. RON HUBBARD
FOUNDER

Adopted as Official
Church Policy by the
CHURCH OF SCIENTOLOGY
INTERNATIONAL