

SEA ORGANIZATION

BASE FLAG ORDER 314

7 January 1982

PARENT FINANCIAL ELIGIBILITY REVIEW

FLAG PILOT

Ref: HCO PL 28 February 1980: Finance Series 25: PRODUCTION  
AND ONE'S STANDARD OF LIVING

"AT A PERSONAL LEVEL ONE MUST PRODUCE IN EXCESS OF HIS STANDARD OF LIVING JUST TO RETAIN AND MAINTAIN IT.... THE 'EXCESS' VARIES FROM POST TO POST AND JOB TO JOB BUT IS NEVER LESS THAN 5X MINIMUM. IN INDUSTRY IT IS CONSIDERED TO BE AT LEAST 10X TO MAINTAIN COMPANY STANDARDS AND SOLVENCY."

LRH

In addition to the basic living expenses needed to care for staff there is additional expense when the staff have children. In order to take care of those children in such a way as to ensure that they are future resources, proper space, medical care, educational equipment & staff for child care must be provided.

Due to the fact that babies and small children produce no immediate monetary exchange, a parent, to produce in excess of his living standard, would need to produce at a higher level than a staff member without children. Thus a Flag parent to warrant financial approval for Child Care services should have a high exchange with his org and thus the BASE. Additionally there should be a Finance approval for the expense to the org before the prospective parent incurs an expected bill that is a minimum of \$3000 in the first year of child care, and which continues for a number of years at varying amounts per child.

An application has been established for the purpose of fair determination of the financial eligibility of parents as Flag crew. Once the couple has been found fit by the Fitness Board, further application must be made for financial eligibility as Flag parents. The applicant(s) must demonstrate that their production is sufficiently high to warrant the additional crew service of Flag child care. Each spouse must complete an application as the beans exchange is a combination of each individual's production.

As of 2 weeks from the date of this issue, no medical expenses may be paid by the Sea Org to handle any Flag staff pregnancies which do not have prior approval as per this issue. If approval is given, medical can be paid from that point onward. This may not be used as an excuse to disregard care of the pregnancy. It simply demands full responsibility by the parent.



The eligibility application may be filled out by the applicant or in cases where the org feels that the particular staff are especially deserving, the senior or the org HCO can handle the application. The application is filled out with all relevant evidence attached and the form is routed thru the necessary terminals in the sequence given.

As per the application form, once all relevant data has been attached, the application is reviewed by the FP Committee of that person's org. The FP Committee must be fully versed in BEAN THEORY as per Finance Series 7R and is fully responsible for verifying the expenses required by the applicant and the beans exchange.

In the case of a couple where one spouse is in one org (A) and the other is in org (B): if Org (A) FP Committee rejects the application of spouse (A) it sends the application to Org (B). Org (B) may decide that it is willing to support both spouses by reason of their high combined exchange value and upon final approval spouse (A) would become Org (B) staff. If Org (B) is not willing to support both spouses, it returns both applications to Org (A) FP, who have the same option of deciding to take both staff. Then the proposal is sent up lines. This covers the fact that in some situations one spouse has a very high beans return and would be a great loss to an org despite low production of the other spouse.

Upon approval by the FP Committee, the application is forwarded to the PARENT FINANCIAL ELIGIBILITY REVIEW BOARD. The PFERB is made up of the FP Chairman of all Flag Land Base FP Committees. The Chairman of the Board is the Area Estates FP Chairman as AREA ESTATES is ultimately responsible for the allocation of basic living expenses for Flag crew (berthing, food, transport, child care).

The PFERB must decide upon the application in view of the BEAN THEORY and the state of BASE WIDE finances at the time. The PFERB must show that full review has been done. If no decision can be reached a vote may be taken with the Chairman only voting to break a tie.

The Board is to meet weekly to review all current applications. Each FP Committee is fully responsible for ensuring that it is represented at this meeting. This Board has the power to order that certain staff are reviewed as per the application. Staff so ordered have a two week T/M to get the application through lines to the Board.

The PFERB decision is sent to the AG FINANCE as final approval point. If there is a FINANCE DICTATOR at the time the final approval would be his as this is a matter of Basewide Finances. His decision is final.

If the application is approved, the approval with all admin attached is returned to the HCO of the originator's org who then files the application and informs the originator (as per Attachment C).

If the attachment is disapproved the application and all the admin is sent to the HCO of the org while an alert is sent to the SNR HAS INT stating that these parents are now a resource for reassignment. (Attachment B)

The originator of the application is informed that the application has been not approved (as per attachment C) by the org's HCO.



The reassignment of staff is done in liaison with a) the staff involved, b) the org involved, c) Management in order to arrange the optimum handling. It is noted that staff who do not have an adequate exchange with Flag could very well have a high exchange on a post in the field.

As of the date of application approval by AGF or Finance Dictator, a 1 month T/M goes into effect for all needed handlings on the matter to be completed. At the end of the one month, no pay or services may be received by the disapproved individuals. If the org fails to handle, the individuals are free to handle their reassignment themselves.

This BFO is intended to handle a financial situation and is not a Justice cycle. However, justice can enter into this with a) non compliance to the 1 month T/M by the Org FP Committee makes the FP Committee liable to Comm Ev for allowing unauthorized expenses, and b) if the staff member further fails to handle their reassignment upon failure of the org to do so they also become liable to applicable justice actions.

This system allows the Base to make optimum choices regarding the Beans expended on Flag Child Care and ensures that those receiving this extra service are high producers. Such a handling ties children into viability and would make it possible for other children to be had in the future by reason of real production increases at the Base created by those who want to have children and so got themselves in a position to create it and did so.

MSM Joanna Atlee  
Legal Operator  
and  
T/CO AE  
Assisted by  
CO AE  
and  
CES AE

Approved by  
CO IMO

Authorized by  
WDC

WDC:KG:MR:JA:mf



PARENTS FINANCIAL ELIGIBILITY APPLICATION FLAG ONLY

This form is to be filled out by the applicant or can be filled out for him by a senior or HCO on his behalf. The relevant data (can be xerox of the data) is attached and the form is passed on to each successive terminal. The form is handrouted through the lines to ensure a fast flow of this form.

I. ORIGINATOR

NAME \_\_\_\_\_ POST \_\_\_\_\_

DATE \_\_\_\_\_ ORG \_\_\_\_\_

NAME OF APPLICANT \_\_\_\_\_ POST \_\_\_\_\_

ORG \_\_\_\_\_

A. FLAG FITNESS BOARD

Fitness Board has been done within the last 6 months on applicant. A certificate of fitness is attached.

SIGNED \_\_\_\_\_ DATE \_\_\_\_\_

DO NOT PROCEED WITH THIS FORM UNTIL STEP A IS DONE.

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B. ORIGINATOR answers the following questions and attaches tabbed evidence.

1. What is the Bean Exchange value of the post the applicant holds?

2. Is the applicant's production level high? (Attach minimum 3 months post stats.)

3. Does the applicant contribute well as a team member in addition to his post production?

4. How many years has he been on staff? \_\_\_\_\_

In the SO? \_\_\_\_\_ On Flag? \_\_\_\_\_

On current post? \_\_\_\_\_

(Note any extensive contributions made in above time.)

5. Does applicant have a long term good ethics record?

6. Is the applicant highly trained and audited? Is there evidence of conscientious personal enhancement that progresses in that direction? (Evidence from SSO.)



7. Is the applicant majorly well and on post and requires only minimal medical attention? (Note any extensive or repeated medical expenses that may have been incurred.)
8. Does the applicant have good environmental control of personal and post spaces?  
(Evidence from House Org and Work Building CO or I&R.)
9. Does the applicant contribute to problem solving and not present or create problems?
10. Has the applicant studied the parent hat? (If already a parent, get evidence of wearing that hat well and demonstrating responsibility as a parent.)

Applicant fills in post title of Org FP Chairman on Attachment D and handroutes to CES.

C. If applicant has child or children, list:

NAME \_\_\_\_\_ AGE \_\_\_\_\_

LEGAL RATIO OF STAFF CHILD PER AGE GROUP OF THE CHILD

ANY ACCIDENTS OR HOSPITALIZATION OR REPEATED MEDICAL  
EXPENSES \_\_\_\_\_

ANY BEHAVIOUR PROBLEMS \_\_\_\_\_

ANYTHING ELSE THAT THE ELIGIBILITY BOARD SHOULD KNOW

\_\_\_\_\_  
\_\_\_\_\_  
This data is to be filled out on each child. If there is more than one child already in the family, fill out this data on each additional child and attach to this routing form.

I ATTEST THE ABOVE IS TRUE. SIGNED \_\_\_\_\_

II. SENIOR OF APPLICANT

- A. In terms of BEAN THEORY, what is the value of the applicant in your area?



- B. Does the applicant present or create problems? Is the applicant a problem solver? (Give evidence.)
- C. Would you want all your staff to be of the caliber of this applicant?
- D. What has been the extent of your ethics handlings with the applicant?
- E. Any other points you wish to bring to the attention of the Parent Financial Eligibility Review Board?

ATTEST OF SENIOR: \_\_\_\_\_

### III. HCO OF THE ORG

PCO

1. Attaches an up to date copy of applicant's service record.
2. States current status of org's child care legal coverage.

SIGNED \_\_\_\_\_ DATE \_\_\_\_\_

MAA

1. Gives summary of applicant's long term ethics record.
2. Is applicant undergoing any ethics in PT? Describe?

SIGNED \_\_\_\_\_ DATE \_\_\_\_\_

HAS

Agrees to provide any staff needed for the legal coverage of this child.

SIGNED \_\_\_\_\_ DATE \_\_\_\_\_

### IV. FP COMMITTEE OF APPLICANT'S ORG

O. Attest they have read and understood Finance Series 7R BEAN THEORY and Finance Series 25 PRODUCTION AND ONE'S STANDARD OF LIVING.

1. Has collected report on applicant's child from CES.
2. Reviews application.
3. Approves or disapproves that in accordance with BEAN THEORY. Submits decision in CSW form, attached.
4. Forward to PARENTS FINANCE ELIGIBILITY REVIEW BOARD.

SIGNED (FP CHAIRMAN) \_\_\_\_\_ DATE \_\_\_\_\_



V. PFERB

0. Attest they have read and understood Finance Series 7R BEAN THEORY and Finance Series 25 PRODUCTION AND ONE'S STANDARD OF LIVING.

1. Reviews all data.

2. Ensures there is a space in the child care facilities for this child. If not PFERB may propose full review of staff who already have children in the child care facility, as per the financial eligibility routing form. If the applicant is of particularly high calibre, the Board may approve the application despite lack of space. The Board would then have the responsibility to ensure that further review was done to make the space.

3. Approves/disapproves in accordance with Bean Theory, modifying, with their own CSW, the CSW of the Org FP Committee if necessary.

Approved \_\_\_\_\_ Disapproved \_\_\_\_\_

4. Forwards to AG Finance.

SIGNED (CHAIRMAN) \_\_\_\_\_ DATE \_\_\_\_\_

## VI. AG FINANCE FLAG (Final authority if no Financial Dictator)

1. Reviews application.

2. Approves/disapproves in accordance with the Bean Theory.

APPROVED \_\_\_\_\_ DISAPPROVED \_\_\_\_\_

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If disapproved and applicant is with child, the final Approval Authority must fill in the following:

THIS APPLICANT MUST DEPART FOR OFF-BASE REASSIGNMENT BY

\_\_\_\_\_ (Current date + 1 month)

\*\*\*\*\*

If approved:

Application is returned to the Org HCO. HAS Info's originator of approval (see Attachment C), and files application (personnel file).

If disapproved: (and there are already existing children)

Attachment B is filled out with TM date and sent to Senior HAS INT. The application is returned to the Org HCO who informs the originator as per Attachment C and delivers the personnel folders and application to the Senior HAS INT for reassignment as per BFO 314.

Folders and application must be handrouted within 24 hours to the Senior HAS INT.

END OF ROUTING FORM



BFO 314 ATTACHMENT B

SENIOR HAS INT \_\_\_\_\_

AGF FLAG/FINANCIAL DICTATOR  
(Cross out one)

Date: \_\_\_\_\_

SO PARENT RESOURCE ALERT

The Parent Financial Eligibility application(s) of  
the family listed below has been disapproved and they  
must leave Flag by (date) \_\_\_\_\_.

NAME	STATUS (list current post for adults, age for children)
1. _____	_____
2. _____	_____
3. _____	_____
4. _____	_____

Please work out their off-Flag reassignment rapidly in  
liaison with them, their HCO(s) and Management. Their  
application and personnel folders should be delivered to  
you within 24 hours by their HCO.

SIGNED: \_\_\_\_\_



BFO 314 ATTACHMENT C

TO: \_\_\_\_\_

DATE: \_\_\_\_\_

FROM: HAS: \_\_\_\_\_

PARENT FINANCIAL ELIGIBILITY NOTIFICATION

This is to inform you that the application for your parent financial eligibility has been given final approval/disapproval (circle one).

If you have any questions, you may contact me. The handling will be per BFO 314. Your application is in your personnel file and may be reviewed by you.

SIGNED: \_\_\_\_\_



Date: \_\_\_\_\_

← \_\_\_\_\_ (2)

\_\_\_\_\_  
(Post title of Applicant's FP Chairman)

← \_\_\_\_\_ (1)

CES

\_\_\_\_\_  
(Applicant's post) \_\_\_\_\_

I am applying for a parent financial eligibility approval.  
My children are:

NAME

AGE

_____	_____
_____	_____
_____	_____
_____	_____

Please submit a report to my FP Chairman covering the following points:

(Note: I do/don't (circle one) have a spouse who will require a carbon of this report.)

- a. What is the current status of space available for my age of child/children.

SPACE AVAILABLE \_\_\_\_\_

AT QUOTA \_\_\_\_\_

OVERCROWDED \_\_\_\_\_

- b. What is the legal staff coverage needed to cover my child/children?

- c. Has my org covered its legal nanny quota? If not, what is owed?

- d. For each child, please summarize:

1. Behaviour:

2. Medical history:

3. Any other data regarding unusual resources needed to handle him/her.

(Over for extra space for additional children etc.)



e. Describe your view of my parenting, including relations with child, nursery, Parents Committee etc.

f. Any other data you feel the PFERB (Parent Financial Eligibility Review Board) should know?