

**[ ADMINISTRATIVE ORDER NO. 125, July 28, 2005 ]**

**DROPPING EXECUTIVE DIRECTOR CECILE S. ABELLA FROM THE ROLLS OF LAND TRANSPORTATION AND FRANCHISING REGULATORY BOARD**

This refers to the case of Atty. Cecile S. Abella, Executive Director of the Land Transportation and Franchising Regulatory Board (LTFRB), who was given poor performance rating by her superior for the 2004 rating period. Atty. Abella belongs to the third level officers (CESO)1<sup>[1]</sup> who are rated per annum and not per semester.

On 26 January 2004, Atty. Abella, together with other LTFRB Officials, was issued a Memorandum by LTFRB Chairperson Bautista directing her to submit a written explanation why no disciplinary action shall be meted against her for her inability to perform the duties and functions as Chairman of the Insurance Monitoring Review Committee for the Personal Passenger Accident Insurance Program being implemented by the LTFRB.

Again, in a Memorandum dated 16 November 2004 of LTFRB Chairperson Bautista to Atty. Abella re Explanation on Admired Technologies, Inc. dated 28 January 2002, Chairperson Bautista instructed Atty. Abella to submit "(w)ithin 24 hours upon receipt of this memorandum" Atty. Abella's "response to the Office of the Chairperson" addressing, among others, "(e)xplanation on the various deficiencies and shortcomings committed by LTFRB, which you and Chairman Lantin explicitly admitted."

Also, in a Memorandum dated 14 December 2004 of LTFRB Chairperson Bautista to Atty. Abella re Submission of Required Documents of Admired Technologies, Inc., LTFRB Chairperson Bautista instructed Atty. Abella to submit the required documents within seventy-two (72) hours from receipt thereof, but which she subsequently failed to comply. Thus, the same was reiterated in LTFRB Chairperson Bautista's Memorandum dated 08 February 2005.

Despite such written warnings to Atty. Abella, she miserably failed to improve her performance in the succeeding months of 2004. For such reason, she was given an over-all poor performance for the 2004 rating period. Atty. Abella's repeated, unabated and consistent failure to comply with her assigned tasks continued in 2005 as evidenced by various Memoranda issued by LTFRB Chairperson Bautista directing her to comply with her assigned tasks.

In summary, the following are the various Memoranda issued by LTFRB Chairperson Bautista to Atty. Abella directing her to submit written explanations for her failure to fulfill her functions as Executive Director of the LTFRB, to wit: