DGJ → SDGJ pour classt dans les Comptes-rendus des réunions de service.

Inama y'Abakozi bo mu Bunyamabanga Bukuru bwa Ministeri y'Urubyiruko no Gutsura za Koperative yabaye taliki ya 17 Werurwe 1986.

Umunyamabanga Mukuru yatangije inama yibutsa ko Ministri yasabye ko buli Buyobozi Bukuru bwajya bukora inama, none akaba yatumije abakozi bo mu Bunyamabanga Bukuru alibo bo mu Biro bishinzwe Imali n'Umutungo, ibishinzwe Abashyitsi, ibishinzwe Abakozi, ibyakira kandi byohereza inzandiko hamwe n'Ubuyobozi bw'Iteganya-Migambi.

Yakomeje avuga ko ibibazo byigwa ali ibyerekeye imigendekere y'akazi hanyuma hakaza ibibazo n'ibisubizo.

Ku cya mbere, yavuze ko bishimishije kubona amadosiye yihuta aliko asaba ko umwete ku kazi wakwiyongera umuntu akabona ko abantu bakora babyitayeho. Ati ndabivuga kuko nkunda kubona abantu benshi hanze ugasanga abakozi bavanze n'abaturage bigendera mumaduka. Niba hali uje kureba umukozi, bashobora kujyana hanze aliko ntarenze iminota 10 atarasubira mu biro.
Hali kandi abadomoka bakagenda badasabye uruhusa, abayobozi babo bagombye kugenzura bakabamenya.

Hali amadosiye yihutirwa yerekeye ibikorwa bigomba kurangira; ayo madosiye agomba gukorerwa igihe akarangilira igihe yateganilijwe. Aliko ayihutirwa ntabuze n'andi asanzwe gukorwa.

Ikindi ni uko hagomba kubaho ishyaka ku kazi, warangiza gukora idosiye ukayikulikira kugirango umenye niba yaragiye.

Initiative ku kazi nayo ni ngombwa, initiative ni ukugira icyo wungura akazi.
Hali abisohokera bavuga ngo nta kazi gahali kandi akazi atali ibyanditse kuli organigramme gusa. Hali ibindi byinshi dushobora kuvana mu bitabo no mu binyamakuru, bikatwungura kandi bikungura akazi.

Ku byerekeye "Communication-information", niba uvuye mu butumwa wasanze hali ibibazo ugomba guhita ubimenyesha abagutumye mbere yo kubyohereza mu nyandiko.

Naho abakozi bandikisha imashini, birababaje kubona bisohokera ngo nta kazi gahali kandi bazi neza ko igifransa cyabo ali gike. Bagomba gusoma ibitabo n'ibinyamakuru kugirango bashobore gukora neza umulimo wabo.

.../...

Ku byerekeye kugira ishema ku kazi (sens des responsabilités), buli wese agomba gukora atikoresheje kandi ibyo yahawe gukora akunva ko abikora nk'uwikorera.

Ntibigomba gutera isoni gutunganya ibiro na za toilettes mu gihe ali ko kazi wahawe kandi n'abandi bagomba kukakwubahira.
Naho ku bireba ibanga ku kazi, si byiza ko ibintu Ministri atarasinya bimenyekana hanze. Ibanga kandi lijyana no koroherana kugirango tubane kivandimwe.

Ku byerekeye buli Service.

1. Ibiro byakira kandi byohereza inzandiko.

Abakoramo bagomba kugira ibanga kuko alibo bamenya ibyinjira n'ibikorerwa muli Ministeri. Amabarwa yanditseho "Condifentiel" ntagomba kumenyekana kimwe n'imishinga kuko hali abashobora kuyiba.

Bagomba kwihutisha inyandiko kandi mu gihe bazitondeka bakamenya izihutirwa bakazishyira hamwe.

2. Ibiro byakira Abashyitsi, n'Ibiro bishinzwe Abakozi.

Hali akazi kihutirwa ko gutunganya amadosiye y'abakozi bose hakaba n'icy'uko ntaho dukorera hahagije dufite.

3. Ubucungamali n'Umutungo.

Imodoka zigomba gukorwa zikamera neza. Abashoferi bakagira discipline, ugonze kubera gusinda cyangwa kwiruka akabihanirwa.
Bagomba kugenda neza bibuka ko batwaye abantu kandi abagenzuzi ba MINITRANSCO bababagalika bakerekana urupapuro rw'inzira rusinye. Bagomba kwilinda kugenda batwara amacuti yabo atanditse kuli urwo rupapuro. Bagomba kandi gukulikiza amategeko y'umuhanda, kimwe n'uko bagomba kumenya niba imodoka zabo z fite amaferi, retrovizeri n'ibindi byangombwa kandi bakazifata neza.

Ikindi kandi, mu biro bya gestion usanga abantu basahinda ali benshi Ni ugushyiraho amasaha yo gufata lisansi, impapuro z'inzira n'ibindi.

.../...

4. Ubuyobozi bw'Integanyamigambi.

Ni ubwonko bwa Ministeri. Abahakora bagomba kwerekana ibitarakorwa bagahora bashakashaka. Bagomba kureba mu ma Komini imishinga iciliritse ishoborá kuhakorerwa bagatunganya amadosiye yayo. Kuko kugirango tugire ibikorwa bigaragara mu giturage tugomba kugira za projets zize neza kandi zifitiye igihugu akamaro.
Bagomba kumenya politique ya Ministeri n'iy'igihugu, ntibagire ibyo bemeranya n'abanyamahanga binyuranije nayo, nko gucumbikira abanyamahanga kandi nta macumbi dufite.
Ibiro bishinzwe ibarura bigomba kurushaho gushyiraho umwete bikagira imibare yose yerekeye urubyiruko, ibigo biruhugura, amashyirahamwe, abana barangije, n'ibindi bikenewe mu gukora imishinga.

Naho ibiro bishinzwe igenzura, bigomba kureba niba projet dukora hali icyo zimalira benezo niba koko zifite akamaro cyangwa zitagafite.
Ubwo buyobozi bugomba kwihutira muli iyiminsi =

1) Table Ronde sur l'Education, bugakora projet zigaragara kugira ngo tutazaseba igihe cy'iyo nama.

2) Stratégie Sectorielle nayo igomba kuvuga rumwe n'imishinga izagaragara muli Table Ronde.

Ibibazo n'ibisubizo.

Milita RUTAMBUKA yamenyesheje Umunyamabanga Mukuru ko ibiro by'ibarura byohereza amabarwa mu ma Komini kenshi bagasubiza ibitali byo. Maze asaba imodoka yo kujya banyaruka bakirebera ko batababeshya.

Umunyamabanga Mukuru yashubije ko ibyo biro bigomba gutegura dosiye yo kugeza ku nama y'Abayobozi b'Urubyiruko muli Mata iyo dosiye izamenyesha abo Bayobozi uko iyo service iteye, icyo ikora, icyo iteze ku bayobozi b'urubyiruko, icyo tubasaba, impamvu tubibasaba n'uko babikora.
Ikindi n'uko buli kigo kigomba gutanga buli gihe rapport de rentrée.
Kugirango rero tumenye ko niba ali byo, mu gihe hali abagiye mu butumwa mugomba kujyana nabo kuko hali imodoka zigenda zituzuye.

Militante Hildegarde avuga ko abantu baza ali benshi kubaza amadosiye bagasakuza bakababuza gukora. Asaba ko hajya haza gusa abanyamabanga b'ubuyobozi.

.../...

Umunyamabanga Mukuru amubwira ko bashatse guca urusaku baruca kandi ko n'igisubizo yakiboneye cy'abazajya baza gusaba amadosiye. Yongeraho ko abantu baturutse hanze bagomba guceceka bakubaha le cabinet.

Milita KALISA avuga ko Division ayobora igongana mu milimo n'izindi service za Ministeri. Yifuza kumenya aho ubushobozi bwa Inspection bugabanira n'ubwa Formation cyangwa Encadrement.

Igisubizo kuli icyo kibazo ni uko muli Planification bashinzwe kureba niba projets zakozwe zarakulikijwe uko ziteye, bakareba uko amafranga yakoreshejwe n'ibikorwa byagezweho hamwe n'akamaro byagize.

Militante Hildegarde avuga ko hali impapuro zihutirwa nk'amatangazo aboneka isaha igeze kandi agomba byanze bikunze kugenda hakabura imodoka.

Umunyamabanga Mukuru asubiza ko imodoka izaboneka muli budget 1986, aliko ibyo gukererwa ibintu bigakorwa ku munota wa nyuma ali amakosa.

Haje gukulikira ikibazo cy'imodoka n'ukuntu zacungwa. Hemezwa ko imodoka zizakomeza gucungwa n'ubuyobozi bukuru. Hemezwa kandi ko gestionnaire azakoresha inama abashoferi akabigisha discipline no kureka gukangisha inkomoko cyangwa ababazanye.

Milita KAYOBOKE avuga ikibazo cyo gusurwa umukozi agasohoka akajya hanze; asaba ko habaho parloir. Yongeraho ko kubera ko abanditsi bakorera hamwe ali benshi bikomeye kugira ibanga. Asaba ko muli cabinet haba umwanditsi ugenewe amabanga.

Ku kibazo cya mbere basanze igitekerezo ali cyiza aliko nta mwanya uhali. Naho umwanditsi arahali muli cabinet.

Milita KAYINAMURA avuga ikibazo cya pause-café sayine na cantine. Nabyo ni byiza kandi ahandi birakorwa. Aliko hagomba amafranga, inzu, ibikoresho n'ibindi aliko cyane cyane inzu tudafite.

Milita NSHIMIYIMANA avuga ikibazo cy'abakozi bashya basaba abasanzwe ibisobanuro bakanga kubibaha cyanga abasaba ibisobanuro mu bindi biro bakabibima bigatuma amadosiye agenda atuzuye.

Umunyamabanga Mukuru yashubije ko gufatanya ali ngombwa kugirango turangize imilimo Ministeri yacu ishinzwe.

Milita HABIBU arangiza abaliza abashoferi avuga ko babeshyerwa n'abo batwara, asaba ko mbere yo kubahana bajya nabo bababaza. Umunyamabanga Mukuru amubwira ko abashoferi bagomba kumenya ko ali sous-contrat ko rero amakosa ayaliyo yose yabirukanisha. Abaza HABIBU niba hali umushoferi wazanye ikibazo agasubizwa inyuma, amubaza impamvu abashoferi benshi bananiranwa n'abo batwaye n'impamvu babatanga kwandika.

Umunyamabanga Mukuru yashoje inama ashimira abayilimo kubera ko bunguranye ibitekerezo, asaba ko buli wese yagira discipline kandi akifata neza mu kazi, asaba ko inama zajya zikorwa kenshi zigakemura utubazo dushobora gutanya abantu kandi atali ngombwa.

Umwanditsi:

NSANZABANGANWA François.

Kigali, le 20 Werurwe 1986

MUGEMA Romuald
Umunyamabanga Mukuru.