Note

MINISITERI Y'URUBYIRUKO,
SIPORO, UMUCO NO KWIGISHA
IMYUGA ICIRIRITSE
B.P.1044-KIGALI

Kigali, le. 14.1.9.1.1998
N°. 1312.|21.00

Secr.
Faire une large diffusion

Ku Bayobozi bose b'Imirimo
(Département) n'ab'Imishinga muri
MIJESCAFOP

- Madamu/Bwana Muyobozi w'Imirimo
- Bwana Muyobozi w'Umushinga

Impamvu:
Kwibutsa inshingano z'akazi

Mpereye ku mabwiriza y'akazi natanze mw'Itangazo ryo ku wa 13 Ugushyingo 1997 , nshingiye kandi no kwibaruwa n° 1347/21.00 yo ku wa 28 Ugushyingo 1997 Nyakubahwa Minisitiri wa MIJESCAFOP yandikiye Abayobozi bose b'Imirimo n'ab'Imishinga, izo nyandiko zikaba zirebana no kwubahiriza amasaha y'akazi; Ntewe impungenge n'imyifatire idahwitse ikomeje kuranga abakozi bamwe ba Minisiteri.

Ni yo mpamvu nongeye kubibutsa bwanyuma ko igihe kigeze cyo gukora ibishoboka byose kugira ngo harandurwe burundu uwo muco mubi w'ubudohoke ku kazi no kutubahiriza amategeko agenga abakozi ba leta:

1. Umukozi wese ukomeje kugaragaza ubushake buke mu kwubahiriza amasaha y'akazi no gutunganya imirimo ashinzwe, agomba kubihanirwa nk'uko biteganywa n'amategeko, ndetse akaba yanasezererwa mu gihe cy'« Ubusubiracyaha ».

2. Abayobozi b'Imirimo ni bo bafite inshingano zo gukurikirana abakozi babo no gushyira mu bikorwa ibihano biteganijwe, hakurikijwe amakosa yakozwe.

3. Nk'uko mubizi kandi mwabisabwe inshuro nyinshi, Abayobozi b'Imirimo bagomba kuba intanga rugero muri byose kugira ngo bashobore gushishikariza abakozi bayobora gusohoza inshingano zabo.

4. Ikindi kibazo giteye isoni n'agahinda ni umwanda wuzuye muri za« corridors na escaliers », ndetse no mu biro bimwe bikorerwamo. Nta Muyobozi wari ukwiye kwihanganira gusohokera cyangwa kwinjirira ahantu hadakuburwa na rimwe! Nk'uko nabihanangirije mu nama mperutse kugirana n'abakozi bose taliki ya 27 Kanama ntihazagire uwongera kwitwaza y'uko nta ba «Plantons» bahari, hanyuma usange ibiro byarahindutse « nk' ibiraro by'amatungo »

Ni yo mpamvu musabwe gukurikirana no kwita kw'isuku y'aho mukorera.

Umwanzuro: Iyi baruwa ni Integuza y'Ibyemezo bizafatirwa buri Muyobozi uzaba yateshutse ku nshingano ze, cyane cyane izimaze kuvugwa haruguru.

Imirimo myiza

Umunyamabanga Mukuru muri
Minisiteri y'Urubyiruko, Siporo,
Umoco no Kwigisha Imyuga Iciriritse.

Mariko KABANDANA

KABANDANA Marc
Secrétaire Général
MIJESCAFOP

Bimenyeshejwe:
Minisitiri w'Urubyiruko, Siporo, Umuco
no Kwigisha Imyuga Iciriritse

Note

INYANDIKO Y'AKAZI

Dukurikije ibaruwa y'Umunyamabanga mukuru yibutsa inshingano z'akazi, nagirango mbibutse ibi bikurikira:

1. Umukozi w'Ubuyobozi bwa Siporo wese akwiye kugerera ku kazi igihe kandi agasinya isaha ahagereye. Na nyuma y'ikiruhuko bikaba nkuko.

2. Saa mbiri n'igice « Secrétariat de Direction » ikwiye gukora lisiti y'abakozi batarahagera ikayinshyikiriza buri munsi.

3. Gusohoka nabyo bisabirwa uruhushya ni ukubanza kuzuza « Billet de sortie ». Chef de Division akayisinya akayohereza muri « Secrétariat de Division ».

4. Isuku ni ngombwa mu biro byanyu n'imbere yaho.

5. Abayobozi ba za Divisiyo bashinzwe gushyira mu bikorwa aya mabwirizwa kuko ayatazakurikizwa nibo bazabibazwa ubwa mbere.

Ibi bikozwe kugirango ntihagire abazajya bavunisha abandi.

Murakoze.

Umuyobozi wa Siporo

RWIGEMA Paterne

Bimenyeshejwe:

- Minisitiri w'Urubyiruko, Siporo, Umuco no kwigisha imyuga iciriritse
  KIGALI
- Umunyamabanga mukuru