

Kigali, le 28/11/1997

N° 1347121-00



MINISTRE DE LA JEUNESSE
DE LA CULTURE, DES SPORTS
ET DE LA FORMATION
PROFESSIONNELLE
B.P. 1044 KIGALI

~~Secrétaire
diffusion auprès
des chefs des divisions~~

Ku bayobozi bose b'imrimo
(Département) n'abayobozi
b'imishinga.

Sport

Impamvu :

Kubahiriza amasaha y'akazi
(Amabwiriza y'umunyamabanga mukuru)
yo kuwa 13/11/97.

Bwana Muyobozi w'imrimo
Bwana Muyobozi w'umushinga,

Mpereye ku mabwiriza avugwa hejuru ndetse yatanze n'itangazo rimanitse muri Minisiteri, nagirango mbibutse ibikurikira, kugirango turusheho gushyira mu bikubiye muri ayo mabwiriza no kubishishikariz'abo tuyobora.

1- Amasaha yagenwe nk'uko bigaragara mu nyandiko y'Umunyamabanga Mukuru agomba kubahirizwa na buri wese nta mpaka.

2- Abayobozi b'imrimo (Directeurs de Département) nibo bafite inshingano zo gushyira mu ngiro amategeko ageng'abakozi bakoresha, umwe wese ku rwego ariho.

3- Kugirango umuyobozi ashobore gushishikariz'abakozi kubahiriz'amasaha y'akazi n'uko ubwe aba yatanze urugero rwiza. Hari abayobozi bensi muri iyi Minisiteri batoye ingeso yo kugera ku kazi saa tatu, ubundi na nyuma yaho. Ubwo se bazabwirwa n'iki ko abo bayobora bubahirije amasaha cyangwa batayubahirije ? Sinirengagije ko hari na bamwe mu bayobozi bakor'amasaha y'ikirenga. Ariko ibyo ntibibaha uburenganzira bwo gukora uko bishakiye no kutagenzura abo bashinzwe gukoresha.
Imyifatire nk'oyo igomba guhagarara.

4- Byakunze kugaragara ko imodoka ifasha abakozi mu mirimo yabo ijya kubashaka ikaza yibaranga. Niba batayicyeneye babibabwira kuko hari indi mirimo yakora tutangije amavuta cyangwa ngo tuvune uyitwara. Mbibutse ko nta tegeko ririho ryo gutwara abakozi kandi ko Minisiteri zose zitagir' amamodoka atwara abakozi. Ibyo ntibiziba gukora.

5- Abakozi bagomba kwibutswa ko bakoranye amasezerano na Leta. Imvugo y'uko bahembwa serum, bikaba byaba intandaro yo gukora uko bishakiye, ikwiye kujujana no kwibutswa ko mbere yo gusiny'amasezerano baba beretswe umushahara bazafata. Ubwo rero umuntu ab'agifite uburenganzira bwo kwanga gusinya nk'uko n'yo amaze gusinya afite uburenganzira bwo guses'amasezerano mu gihe yab'atishimiye umushahara.

6- Tugomba kwibuka ko nta mukozi wikoresha ku rwego yaba ariho urwo ari rwo rwose. Birashoboka rero ko bamwe mu basiba cyangwa bagacyererwa babikora kuko muba mutabapangiye akazi. Ni nabyo bibashora mu matiku n'ibindi bintu bidafitiye akamaro Minisiteri n'igihugu cyose.

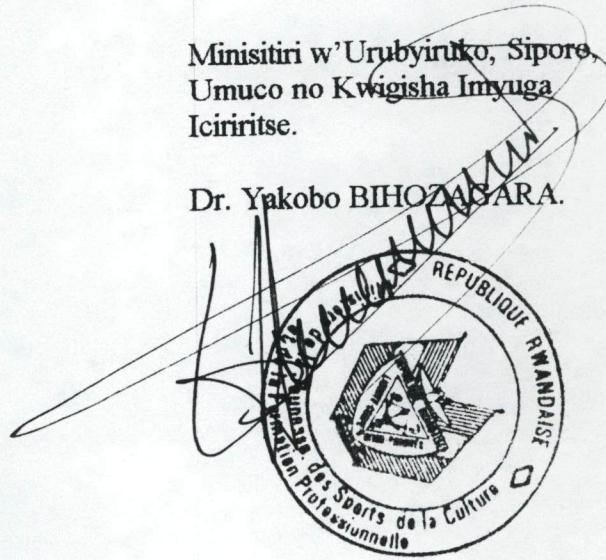
Umwanzuro: Nongeye gusaba nkomeje abayobozi bose bavugwa mur' iyi baruwa ko buri wese yagirana inama n'abakozi ayobora akabakangurira kubahiriza akazi.

Ibireb'abakozi bo mu nzego zo hasi nibyo bireba n'abayobozi. Mukimara kubona iyi baruwa mufite uburenganzira bwo kunyereka ahar'amananiza; Nib'arimo tuyakosore. Nib'atarimo tubybahirize tweswe cyangwa bitunanire tubiharire ababishobora.

Imirimo myiza.

Minisitiri w'Urubyiruko, Siporo,
Umuco no Kwigisha Imyuga
Iciriritse.

Dr. Yakobo BIHOZAGARA.



Bimenyeshejwe:

- Bwana Minisitiri w'abakozi ba Leta
n'Umurimo
- Umunyamabanga Mukuru muri
Minisiteri y'Urubyiruko Siporo,
Umuco no Kwigisha Imyuga Iciriritse