



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

Kigali, le 28/11/1997

N° 1347/21-00

Notes

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*Secrétaire*  
*diffusion auprès*  
*des chefs des divisions*

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

*Sport*

**Impamvu :**

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

Bwana Muyobozi w'imirimo  
Bwana Muyobozi w'umushinga,

Mpereye ku mabwiriza avugwa hejuru ndetse yatanze n'itangazo rimanitse muri Minisiteri, nagirango mbibutse ibikurikira, kugirango turushaho gushyira mu bikorwa ibikubiye 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'imirimo ( 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 benshi 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 kutaganzura abo bashinzwe gukoresha. Imyifatire nk'iyi 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 ntibizibuza gukora.



5- Abakozi bagomba kwibutsa ko bakoranye amasezerano na Leta. Imvugo y'uko bahembwa serum, bikaba byaba intandaro yo gukora uko bishakiye, ikwiye kujyana no kwibutsa ko mbere yo gusiny'amasezerano baba beretswe umushahara bazafata. Ubwo rero umuntu ab'agifite uburenganzira bwo kwanga gusinya nk'uko n'iyi 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 bidafiteye akamaro Minisiteri n'igihugu cyose.

**Umwanzuro:** Nongeye gusaba nkomeje abayobozi bese 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'amananza; Nib'arimo tuyakosore. Nib'atarimo tubyubahirize tweswe cyangwa bitunanire tubiharire ababishobora.

Imirimo myiza.

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

Dr. Yakobo BIHOZASARA.

Bimenyeshejwe:

- Bwana Minisitiri w'abakozi ba Leta  
n'Umurimo

- Umunyamabanga Mukuru muri  
Minisiteri y'Urubyiruko Siporo,  
Umuco no Kwigisha Imyuga Iciritse

