

Pour le AGSL

U.D

INYANDIKO-MVUGO Y'INAMA YAHUJE ABAKOZI

B'UBUYOBOZI BUKURU BW'AMAKOPERATIVE KU

ITALIKI 7. MATA 1986.

Umuyobozi mukuru wa za Koperative Milita MBATEYE Thomas niwe wali ayoboye iyo nama yali iteraniwemo n'abakozi bose.

Ayitangiza yabwiye abakozi ayobora ko agirango abagezeho ibintu bimwe na bimwe byagezweho n'inama zo kuwa 24.3.86 na kuwa 4.4.86 zali ziteraniwemo n'abakuru b'imilimo muli Ministeri.

Ibyagezweho akaba ali ibi bikulikira:

1. Iminsi yo gukora ibintu bimwe na bimwe

Kugirango umuntu wo hanze utumiwe muli Ministeri abone igihe cyo kwitegura natwe dutegure icyo tuzamubwira, icyo tumira ligomba gukorwa mu minsi nibura cumi n'ibili (12 jours) ku bali i Kigali na cumi n'itanu (15 jours) mu ayandi ma Prefegitura.

Kwandika amabaruwa byo bigomba gufata iminsi itali hejuru y'itandatu. Uwandikisha imashini (dactylographe) agashyiraho kandi inyuguti ziranga amazina ye (initiales) kugirango ashobore kumenyekana.

2. Kwibutsa Abakozi icyo bashinzwe

Akazi kanditse (attributions) kagarukira ku rwego rwa chef de bureau. Aliko buli wese agomba kugira programu ye nk'uko inama yo kuwa 31 Ukuboza 1985 yali yabisabye. Ntabwo umukozi agomba kuva mu rugo aje kwaka akazi, agomba kuza aza icyo agomba gutangiraho. Abali mu nama basanze nk'uko Umuyobozi mukuru yali abibabwiye hakwiye kujya hakorwa ihugurwa (formation Interne) abakozi bakajya bahura nk'umunsi umwe nyuma ya saa sita. Ibyo bikazatuma nibura bavuga ururimi rumwe ku byerekeye imilimo bashinzwe yo guteza imbere za Koperative. Aha Umuyobozi mukuru yamenyesheje ko ingendo akora zamweretse ko Abakozi ba P.L.C.S na Bureau Contrôle, badakoraye kandi batumva bimwe muli Comptabilité. Kandi ibyo ntibikwiye.

Ibyo byihugurwa kugirango bishoboke hagomba ibarura ly'ibyangombwa (uzahugurwaga n'icyo azahugurwamo). Ibyo byashinzwe abakozi bakulikira : MUHUTU Gabriël, MUGABO J. Pierre, HITIMANA Boniface, na KALISONI Rose

3. Kubahiliza akazi

Ku byerekeye kubahiliza akazi, Milita MBATEYE yamenyesheje abakozi ko Ministeri yasabye ko buli muntu aba "responsable" kugirango yiheshe agaciro n'akazi ke karushaho gutungana.

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Umukozi agomba gukora akazi kuko aliko kaba kamuzanye. Birababaje
kubona umuntu adakora akazi ke akabuza nabo bakorana gukora.
Urugero rwatanzwe ni urw'umukozi wakwilirwa asakuza, ejo yabisanga kuli
bulletin de signalement agataka ngo baramwanga kandi nawe azi ko abikora.

IBYIFUZO N'IBIBAZO

1. Gusobanura amabwiliza

Dosiye zimwe na zimwe zigera ku bagomba kuzikora
ubona nte mabwiliza ahagije aliho. Ibyo bigatuma batumva neza icyo bayakoraho.
Umuyobozi Mukuru yasabye abakuru b'Imilimo kujya basobanulira abakozi babo
bihagije kandi buli wese agomba gukora dosiye ayitayeho, akumva ko niyo
chef de Bureau atahaba iyo dosiye yayereka n'inzego zo hejuru.
Gukora umuntu ahushura ngo chef azabikosora ntabwo byali bikwiye.

2. Classement itunganye

Secrétariat ifite amadosiye menshi ibitse,
n'abaza kuyarebamo ni benshi. Niyo mpamvu yagombye kugira classement
itunganye, ntusange urwandiko rwa muli 84 ruli hejuru y'urwo muli 86.
Secrétariat isabwa gukora inventaire nyayo kubulyo umuntu areba muli
dosiye ikamwereka uko ibintu byagiye bikulikirana.
Abakozi bashinzwe kubika amadosiye (classement) basabwe kwiga neza ubulyo
bunononsoye bwo kubikora. No gutira hakaboneka ubulyo bwiza bwo gukorana
na DIRPLAN kuko mu byerekeye za Koperative usanga igongana na Secrétariat.

3. Gukorana na "Gestion des Crédits "

Inama yasanze hali hakwiye umuntu umwe wo
gukorana na Gestion (correspondant) kugira ngo akajagari ko kubaho.
Kandi kubera programu yihaliye y'uyu mwaka, hagakorwa inventaire
y'ibintu bikenewe noneho gestion igakora "Commande spéciale" y'Ubuyobozi
bukuru bw'Amakoperative.

4. Kontrola

Abakozi bajya mu butumwa hanze bahura n'ibintu
binyuranya (contradictions) n'ibyo bo bazi kandi bakoresha bitewe
n'Imilyango n'ibigo bigira uruhare mu makoperative (IWACU, CSC.....).
Bagomba rero kujya babyandika bakazabikoranya noneho hakajyibwa impaka ku
bulyo haboneka umwanzuro utanga imikorere ihuje.

Kuli iyi ngingo, Umuyobozi mukuru yasabye abajya mu
butumwa ko bajya babanza kubutegura mu bagasoma dosiye ya Koperative.

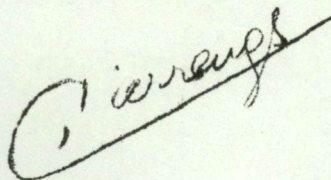
Niba ugiye gusura Koperative (Contrôle) banza urebe ko ali Koperative koko. Ubasabe registre y'Abanyamulyango, amakarita, urebe ko bakora inama, urebe n'ibindi byose birebana n'Amahamwe-remezo ya Koperative.

Milita Mbateye yasoje iyi ngingo yibutsa ko kujya muli Mission atali ukujya kuzana ibibazo. Hali ibibazo umuntu yakemuliraye ibinamiranye bigashyikilizwa abakuru aliko haliho na "propositions de solutions".

Inama yarangije imilimo yayo Saa tanu n'iminota 25. Isozwa na Prezida wayo asaba abakozi kongera discipline no kubahiliza ibyavuzwe byose.

Umwanditsi:

MUGABO J. Pierre



Prezida w'Inama :

MBATEYE Thomas

