NDUWAYEZU Faustin
C/O MJCK
B.P. 1044 KIGALI

Kigali, le 20/11/1992.

A traiter par ... DEF
Date entrée : 23/11/92
N° Classement : 8180/21.20

Problème déjà réglé au cours d'une réunion de service
26/11/92

Bwana Muyobozi w'Inzu y'Urubyiruko
n'Umuco ya Kimisagara
KIGALI

Impamvu : Kwisobanura

Bwana Muyobozi,

Mbandikiye iyi barwa ngirango mbagezeho ibisobanuro bihagije abakozi b'Ikigo cy'Urubyiruko n'Umuco bandikiye Minisitiri w'Urubyiruko n'Amashyirahamwe kw'itariki ya 17 Ugushyingo 1992 n'ibindi ntashoboye kumenya intandaro cyangwa se imvano yabyo.

Muri byo, muravuga ko kopi y'ibarwa mwayibonye ku munsi itashyiriweho umukono; aho ndagirango mbamenyeshe ko le 17/11/92 mutigeze muboneka ndetse na MUKAMFIZI Vestine ushinzwe Ubunyamabanga bw'Ikigo atari ahari kubera yenda impamvu z'akazi. Niyo mpamvu nabonye ko byaba byiza ko nayibagezaho bitewe n'uko njyewe nta magambo na make cyangwa ibibazo twari twagirana byerekeranye n'akazi.

Igika cya mbere, murongera kuvuga ko mwansabye Minisitiri w'Urubyiruko n'Amashyirahamwe kugirango nze kubafasha akazi; aha ndagirango mbamenyeshe ko mu gihe umukoresha asabye umukozi runaka abanza kumenya mbere na mbere imikorere ye ndetse n'imyifatire ye. Njyewe sinagombaga kubyanga kuko byari kwitwa agasuzuguro ku bantegeka (insubordination). Byongeye kandi ntabwo wansabye ngo nze kukubera umujyanama cyangwa umunetsi ngo ni uko nasize umukono kunyandiko abakozi bose bari bateguye, murumva rero ko nta tiku ririmo kabishywe namwe mwarabimenyeshejwe.

Igika cya kabili muravuga ko bamwe bashyize umukono ku nyandiko kubera igitugu nabakoresheje bitewe ngo ni uko mbarusha amashuli. Aha ndagirango mbamenyeshe ko iyo nyandiko yateguwe n'abakozi bose bagize iki kigo kandi yanditswe mu kinyarwanda si igifaransa. Ndumva rero ko babikoranye umutima-nama nta gahato kahabaye kandi mbamenyeshe ko yateguriwe mu ruhame rw'abakozi.

.../...

Byaba byiza rero mugaragaje uwaba yarasinye ku ngufu cyangwa se igitugu kubera ko atazi gusoma.
Nongere mbamenyeshe ko utarashoboye kubisinyira ari umukozi umwe kubera ko yali yaratangira akazi ~~[illegible]~~; yaba rero we afite impamvu atashoboye kugaragaza, kandi abifitiye uburenganzira.

Mu gika cya gatatu, murongera kugira muti GAKIRE Jean Paul ntakiri umukozi w'Inzu y'Urubyiruko n'Umuco ya Kimisagara kubera ko yimuriwe i Gitarama. Mbibutse ko uwo musore GAKIRE akiri umukozi n'ubwo yimuriwe abandi kubera ko atararangiza gutanga ibya ngombwa bijyana n'ibikoresho by'Inzu. Ndetse nguhishurire ibanga : niwe wabaye intandaro y'iyo nyandiko kuko bagenzi be basanze iryo yimurwa rye kwaba ali ukumukemanga mu mabanga muziranyeho yerekeranye n'iyi Nzu. Uwaba atarasinyiye iyo nyandiko rero yaba yirengagije umugani w'abanyarwanda uvuga ko "Inkoni ikubise mukeba uyirenza urugo" barongera bavuga bati : "Ruriye abandi, rutakwibagiwe". Bityo rero niyo mpamvu twagombaga gutakamba dusaba inzego zibishinzwe kurenganura inzirakarengane alibo bakozi mushinzwe kuyobora. Ndetse na n'ubu turacyabasaba ko twagirana inama.

Mu gika cya kane, muravuga muti : 50 % muri abanyaruhengeri kandi muli bo ni njye jyenyine ujijutse. Nongere mbamenyeshe ko iyo nyandiko itateguwe n'abanyaruhengeri ko yateguwe n'abakozi b'ikigo mushinzwe kuyobora bakaba baturuka mu duce tumwe na tumwe tw'u Rwanda. Ndumva MIJEUMA atari yo Minisiteri yonyine ikoresha abanyaruhengeri kandi iyo mibare yanyu ntabwo aliyo; musabwe gusubira mu mibare y'inyabutatu (règle de trois). Ikindi, ndagirango mubimenyeshe mu nyandiko aho mwasanze nkoresha mitingi hano ku kigo n'ishyaka nari mpagarariye iryo aliryo bityo ibintu byarushaho gusobanuka. Naho ubundi ibyo muvuga birenze itiku ku kazi kuko ntabwo nazanywe no gusenya Maison des Jeunes et de la Culture de Kimisagara kuko atari byo binshishikaje mbere ya byose. Mumenye ko nazanywe n'akazi niba mwumva ko ntangiye kubananiza byaba byiza ko mwakwandikira Minisiteri ikansubirana kabishywe ndi muli Cellule de gestion ya MIJEUMA.

Murangiza inyandiko yanyu munsaba kubagezaho ibibazo naba naragiranye na NJANGWE, kubyo yenda yaba yaramvuzeho. Ndagirango mbamenyeshe ko iyo dossier mwaba mwarayumvise nabi cyangwa se mwayibwiwe amahushuka.

Niyo mpamvu mbasabye ko niba harabaye amakimbirane hagati yanjye n'uwo mubyeyi mwayashyira ahagaragara bitabaye ibyo mwaba mushaka kuduteranya. Mbibutse ko uwo NJANGWE nawe ali umunyaruhengeri, ndetse dutuye Commune Kinigi, twembi.

Ndangije mbasaba, Bwana Muyobozi, gushyira mu gaciro kuko n'abakozi barasaba ubwumvikane no kworoherana bityo imilimo y'ikigo izarushaho kugenda neza.
Inzangano ziturutse kw'ironda karere cyangwa amashyaka byo ni ibyo kwamaganirwa kure dore ko tutanabizi.

Murakoze

NDUWAYEZU Faustin.-
Umukozi Ushinzwe iby'Isuku
mu Kigo cy'Urubyiruko n'Umuco
cya Kimisagara.-

Bimenyeshejwe :

- Nyakubahwa Minisitiri w'Urubyiruko
n'Amashyirahamwe
K I G A L I