

Ministère de la Jeunesse et
des sports

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INYANDIKO-MVUGO Y'INAMA YA CELLULE YA MINISTERI Y'URUBYIRUKO
N'IMIKINO YABAYE TALIKI YA MBERE KANAMA 1979.

Inama yahuje abakozi bagize cellule ya Ministeri y'Urubyiruko n'Imikino, iyobowe n'Umukuru wayo Koloneli Aloys FSEKALIJE, akikijwe n'Umunyamabanga Mukuru w'iyi Ministeri.

Inama yatangiye saa tatu n'iminota cumi n'itanu (9H 15')
Umuyobozi w'inama yatangiye ashirira abakozi bese ko baje muri icyo nama kugirango twungurane ibitekerezo kandi turebere hamwe ukuntu imilimo dushinzwe muri Ministeri yatungana.

IBIBAZO BYATanzwe KUGIRA ngo BYIGIYE :

1. ANIMATION
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1. ANIMATION : Umwe mu bagize Komite ya cellule yafashe ijamba asaba ko abakozi bajya bakora animation nibura imwe mu cyumweru aho kugira ngo tuyije tuyikora bidutunguye igihe tubisabwe na Ministeri ibishinzwe.
- Umuyobozi w'inama yamushubije avuga ko animation ari ngombwa ko tuyitegura neza ndetse hakagira abantu batangira guhimba indirimbo nk'inye za cellule yacu, aliko zitali zisanzwe mu yandi ma cellule, avuga ko twajya twitoza nk'igice cy'isaha mbere yo gutangira imikino yacu yo kuwa kane nyuma ya saa sita.
- Umunyamabanga Mukuru wiyi Ministeri nawe yafashe ijamba asaba ko abagize Komite ya cellule bakwita kuri icyo kibazo bakaba ari nabo bayobora Animation.

2. AMAFRANGA AGULIZWA ABAKOZI :

Amafanga agulizwa abakozi alimo ibice bibili :

- Hari ayo umukozi yaka kugirango azayishyure mu mwaka umwe atangwa na Ministeri y'Abakozi ba Leta n'imilimo binyujijwe kuri Ministeri imutegeka.
- Hari n'andi umukozi agulizwa akazishyurwa mu myaka ine (S/Statut cyangwa ibili S/Contrat) kugirango yubake ari nayo abakozi bari bafiteye ibibazo.
- Umuyobozi w'inama yasubije agira ati : "kuberekeye ayo mafanga muhabwa dukulikije uko budget ya Ministeri ingana kuko umuntu agiye ahabwa amafanga menshi tuvuye nka Umunyamabanga Mukuru cyangwa se Diregiteri Jenerali bakamuguliza 500.000 FRs cyangwa 400.000 Frs urumva ko yose hamwe ari hafi ya 1.000.000 Frs, niyo mpanvu lero tugomba kureba uko abasabye bangana bakayabagabanya ku bulyo nibura abanditse bashobora kugulizwa,

adahawe abafite za grade nini gusa. Muziko Ministeri y'Urubyiruko n'Imikino bayihaye 2.500.000 FRW yo kuguliza abakozi muli uyu mwaka, niyo mpamvu abayahawe bagomba kwishyura bakulikije amategeko abigenga kugirango Ministeri itazabura amafanga bavuga ko abakozi batishyura.

- Umwe mu bakozi bali muli iyo nama yabajije agira ati: kuki abakozi barutana mu magrade aliko basaba amafanga yo kugulizwa ugasanga abakozi bo munzego zo hejuru bahabwa make naho abo munzego zo hasi bagahabwa menshi.
- Umuyobozi w'inama yakomeje agira ati: dutunga amafanga dukulikije umubare w'abakozi bayatse, grade ya buli mukazi n'uko ashobora kuyishyura. Dukulikiza na none umubare w'amafranga Ministeri ibona, hakabaho abakozi berekana impamvu zituma babona amafanga aruta ay'abandi. Abakozi bifuje ko liste y'abasabye amafanga yajya ikorwa mbere hakabaho commission yiga ukuntu bagabanya ayo mafanga.
- Ku kibazo cyerekeye abakozi bagomba kubona ayo mafanga akaba ataraza. Umunyamabanga Mukuru muli Ministeri yasubije agira ati: "impamvu yatumye amafanga atinda ntabwo alitwe yaturutseho byatewe n'uko Ministeri y'Imali yasubiyemuli za listes twaboherereje mbere yo kuzisinyira, aliko abatarayabona kandi bayemerewe, bazayahabwa vuba mu minsi ili imbere".
- Umwe mu bakozi bali muli iyo nama yabajije uko ayo mafanga yishyurwa.
- Umuyobozi w'inama yakomeje amubabwirira agira ati: "ubusanzwe abakozi baba S/Statuts bayishyura mu myaka ine batanga 1/4 cy'umushahara bahembwa muli mwaka. Aba S/Contrat bo bayishyura mu myaka ibili gusa. Aliko ibyo ntibibuza ushobora kuyishyura mbere y'iyi myaka yateganijwe. Kandi ashobora kubona n'andi aramutse arangije umwenda mbere y'igihe, Abadashobora kwishyura mu gihe cyateganijwe bagomba gukubikira na Leta, ibyo byose bigirirwa kugirango Ministeri ishobore kubona amafanga yateganijwe buli mwaka muli budget."
- Umukozi yabajije niba Leta idashobora kuba yabonera abakozi ahandi hantu bakubakira hakwiranye n'amafranga bahabwa kuko dusanga amafanga 100.000 cyangwa se 200.000 atakubakira iri na Leta yifuza mu mugirango, ni ukuvuga ibibanza bitangwa na Leta bili muli cadastre. Kandi bagatega kubakisha ibikoresho bigura amafanga menshi tuvuye nk'amatafali ahiye cyangwa rukarakara n'ibindi bikoresho.
- Umuyobozi w'inama yasubije agira ati: "icyo kibazo kireba abakozi bese kandi kimaze iminsi, niyo mpamvu cyahawe Ministeri y'Ubuhinzi n'Ubworozi na Ministeri y'Imilimo ya Leta n'ibikoresho. Hashize imyaka ine (4) nanubu nta gisubizo kiratangwa. Asaba rero ko Komite ya cellule yakubikira icyo kibazo.
- Kubera ko icyo kibazo cy'amafranga bakimazeho igihe kirekire, umwe mu bakozi yabajije icyo inama yemeje, akomeza yibutsa ko icyo kibazo cyabajijwe Nyakubahwa Bwana Pr. Zida wa Republika igihe yabonaga n'abakozi i Nyamirambo, kugirango yumve ibitekerezo byabo, n'ibibazo bali bafite.

Icyo gihe abakozi basabye ko Leta yakongera amafanga iguliza abakozi kugirango abagilire akamaro, bifuza ko yajya ibaha byibura 1/3 cy'umushahara w'umwaka kandi bakongera n'igihe cyo kwishyura.

- Umuyobozi w'inama yamushubije agira ati: "icyo kibazo gikwiye kwigwa na Ministeri y'Imali, ubwo rero Komite ya cellule ikwiye kuzakigeza kuli Ministeri ibishinzwe". Yakomeje adusobanulira avuga ko Leta nta nyungu ishaka mu mafanga iguliza abakozi, iyabaha kugirango ibafashe, ahubwo dukulikije uko amafanga ata agaciro buli mwaka dusanga Leta ihomba.

3. DOSSIERS Z'ABAKOZI :

- Icyo kibazo cyabajijwe n'abakozi batigeze babona "côtes" zabo kuva batangiye akazi, abo Ministeri itakoreye raporo ya Stage bamaze imyaka ibili ku kazi n'abatarazamutse muli grade.
- Ministri yasubije avuga ko atashoboye gusinya côtes z'abakozi atakoresheje kandi atazi neza, ibyo bya za côtes niba byarakozwe na Ministri nasinbuye. Abwira abakozi ko côtes z'uyu mwaka zo agiye kuzisinya muli uku kwezi, uretse iz'Abayobozi b'Urubyiruko muli Prefegitura zitaramugeraho. Abemerera kandi ko guhera uyu mwaka wa 1979, Ministeri itazongera gukomeza gutanga côtes z'abakozi.
 - Umukozi yabajije niba iz'umwaka w'1977 na 1978 zaroherejwe muli Ministeri y'Abakozi ba Leta n'Imilimo.
 - Umuyobozi w'inama amubwira ko zitoherejwe kuko zitasinywe. Abakozi bifujye ko "côtes" babonye mu mwaka w'i 1976 bazibalira imyaka ya 1977 na 1978. Ministri yasanze icyo kibazo gikwiye kwigwa na Ministeri y'Urubyiruko n'Imikino ifatanije na Ministeri y'Abakozi ba Leta n'Imilimo. Abakozi b'aba Sous/Contrats babajije niba cote zabo zarateguwe.
 - Umuyobozi w'inama abasubiza ko "formulaire" zabo zatangiye gusohoka kuko nabo bagomba kubona amafanga ya cote buli mwaka.
 - Hakulikiyeho ikibazo cy'abakozi batarabona raporo ya Stage kandi batangiye gukora mu mwaka w'i 1974.
 - Umuyobozi w'inama yashubije agira ati: "icyo kibazo kireba abakozi benshi niyo mpamvu izo raporo zigomba gukorwa vuba zikoherezwa muli Ministeri y'Abakozi ba Leta n'Imilimo kugirango bashobore kubona amafanga ya côtes zabo.

4. GUTWARA ABAKOZI MU MODOKA ZA MINISTRI

- Abakozi basabye kujya bacyurwa n'imodoka za Ministeri, baje cyangwa bavuye ku kazi. Bashaka kandi ko izo modoka zajya zibaturwaga igihe bagiye ku kazi kure ya Ministeri n'ahandi bakeneye kugera kubera impamvu z'akazi.
- Umuyobozi w'inama yasubije agira ati: "Kugenzura abashofeli b'imodoka za Ministeri birakomeye; aboneraho umwanya wo kwibutsa ko bakwiye kwita ku kazi kabo bakihana gutorokana imodoka igihe batali mu kazi, kandi bakaraza imodoka mu kigo cy'abakozi.

- Umunyamabanga Mukuru muli Ministeri yafashe ijamba avuga ko ibibazo by'imodoka tutabihahira abashofeli gusa kuko hali n'abakozi bafatanyacyangwa bashuka abashofeli kugirango badomokane imodoka za Ministeri. Asaba lero ko abakozi bese barebera hamwe umuti w'icyo kibazo. Yongeye kwibutsa ba Diregiteri Jenerali ko bakwiye gukubikiza amabwiziza bahawe mu byerekeye ibyo gucunga amamodoka n'abashofeli bageneye Direction zabo.
- Umuyobozi w'inama yasabye ba Diregiteri ko bakwiye guhagurikira bikomeye ikibazo cy'imodoka, ntihakagire imodoka isohoka mu kigo cya Ministeri batazi akazi bayijyanyemo, kandi bakwiye nibura guteganya akazi kose kazakoreshwa n'imodoka mu cyumweru kugirango bashobore gukora Programu ya za "missions" bitabaye akajagali. Yabibukije kandi ko imodoka za Ministeri tuzifashe nabi zasazira kimwe, niyo mpamvu lero zose zitagomba gukoreshwa igihe kimwe, wasanga zitubana nkeya kandi tukabura izo dukoresha imilimo yihutirwa kubera kuzifata nabi. Niyo mpamvu lero tugomba kuzifata neza.
- Umuyobozi w'inama yasabye rero abagize Komite ya cellule ko bakwiga neza ukuntu ababaha kure y'umugi imodoka zajya zibafasha kugera imuhira kare bakubikije uturere abantu batuyemo n'ukuntu imodoka zishobora kubabageza. Yasobanuye neza ko atari ugutwara abakozi bese, ko ari ugufasha abantu batuye kure bakomeye koko imodoka.
- Umwe mu bashofeli yafashe ijamba abaza ukuntu abashofeli bazajya babaha igihe batinze ku kazi kandi bagomba kuraza imodoka mu kigo cya Ministeri, abaza kandi niba ashobora gutanga umuntu bakoranye igihe isaha zo gutanga zigeze.
- Umuyobozi w'inama yasubije agira ati: "abashofeli bese ntibagomba gutinyira kubwira abategutsi amakosa umuntu bajyanye muli "mission" yamugiliye; umukozi nawe agomba kuvugira amakosa umushofeli yamugiliye kugirango akazi gashobore gukorwa neza kandi mubwumvikane ariko ntibibababira ibintu byo kubanza amagambo. "Yakomeje yongerako kwibutsa abakozi bese cyane cyane abashofeli ko imodoka zose zigomba kurara kuli Ministeri kandi abanyezamu bakandika isaha buli modoka ihagereye. Ku kibazo cyo kuva ku kazi Ministri yasubije ko bagomba kwandika amasaha bakoze nyuma y'akazi kugirango bazashobore kubona amafanga ateganyijwe n'amategeko.
- Umukozi yabajije niba bidashoboka ko hagira umushofeli uzajya usigara kuli Ministeri kugirango acyure abatinze ku kazi, kubera gutinyira amabandi ya n'ijoro mu nzira.
- Umuyobozi w'inama yamusubije agira ati: "ibyo ntibishoboka ahubwo bazajya bahemberwa amasaha bakoze nyuma y'akazi, ingorane mufite turazumva ariko ikibazo cy'imodoka za Leta kirakomeye kubababira umuti vuba".
- Umushofeli yabajije niba badashobora kubaha icyumba bajya bararamo hono kuli Ministeri igihe bakorerewe ku kazi.
- Umuyobozi w'inama yamusubije agira ati: kubaha icyumba bajya bararamo hano kuli Ministeri birashoboka, igihe Ministeri izarangiza gutunganya

amazuru yayo yose mu kwezi gutaha".

- Umukozi yabajije igituma Station za Essence zitemera bon za Ministeri y'Urubyiruko n'Imikino.
- Umuyobozi w'inama yagize ati: "icyo n'ikibazo kireba abakozi bo mu Biro bya Gestion des Crédits. Bakwiye kureba ukuntu babona indi Station ya Essence yegereye Ministeri yacu kandi bakayishyura bidatinze.

5. UMUGANDA : Umwe mu bagize Komite ya cellule yibukije abakozi ko banaze gutezuka ku mwete bagom'ya kugira mu muganda.

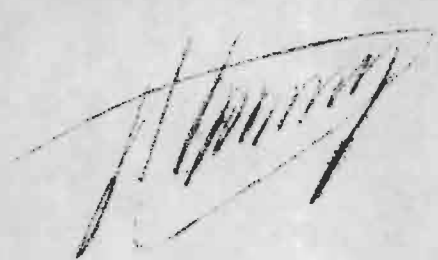
- Umuyobozi w'inama yifuje ko ahubwo Komite ya cellule yatwakira uruhusa rwo kujya gukorera umuganda kuli Palais de la Jeunesse ku Kacyiru tugatunganya ubusitani bwaho bungana na 3 Ha, Komite ikwiye kwihutira kugeza icyo kibazo muli Ministeri zishinzwe umuganda.
- Diregiteri Generali w'Urubyiruko ifuye kumenya niba ibikoresho abakozi bajyana mu muganda biva kuli budget y'Urubyiruko cyangwa biva kuli budget ya Secrétariat Général.
- Umuyobozi w'inama yamusubije agira ati: "ibikoresho byo mu muganda biva ku mafanga ya Secrétariat Général. Impamvu nuko ibikoresho byali byabuze dufata ku by'Urubyiruko aliko ubundi biva kuli budget ya Secrétariat général ya Ministeri. Ibyo bizatuma rero abakozi batazongera gutwara ibikoresho byateganyijwe ibigo by'Urubyiruko..
- Ku kibazo cyerekeye abakozi bagomba gukora mu biro ku wa gatandatu bagahabwa ibihano ngo ni uko batagiye mu muganda.
- Umuyobozi w'inama yasabye abakoreshe bese ko bakwiye kujya baka uruhusa rw'abasigara mu biro ku munsi w'umuganda. Bikamenyeshwa Umunyamabanga Mukuru byibura kuwa gatanu nyuma ya saa sita.
- Umukozi yabajije icyo Komite ya cellule ya Ministeri ishinze gukora.
- Umuyobozi w'inama yamusubije agira ati: "kugeza ubu abagize Komite Nyobozi ya INRD baracyiga icyo cellule za Ministeri zose zishinzwe gukora. Icyo kibazo rero ntikireba cellule ya Ministeri yacu gusa, aliko twabwese dusabye icyo Komite ko yakwiga bimwe mu bibazo byingenzi abakozi babajije mu nama, byaba ngombwa igaturira abandi bakozi bayifasha kubonera ibyo bibazo umuti:
- Ikibazo cyo gutwara abakozi mu modoka za Ministeri
- Ikibazo cy'Animation ya cellule yacu
- N'ibindi bibazo byatuma cellule ya Ministeri yacu igenda neza.

6. IBINDI BIBAZO:

- Diregiteli Generali w'imikino yabajije abakozi bakora mu minsi ya konji cyangwa ya Week-end niba badashobora gufata ikiruhuko gihwanye niyo minsi baba bakozeho, abandi bafite konji.
- Umuyobozi w'inama yamusubije agira ati: "icyo kiruhuko ~~kigomba~~ kuvaho, aliko yemera ko uzajya abishaka, azajya yandikira Umunyamabanga Mukuru wa Ministeri; ashobora kubona icyo kiruhuko kuwa kane nyuma ya saa sita igihe abandi bagiye gukina.

- Umukozi yabajije agira ati: "hano dukorera nihafi y'amaduka n'isoko, ndasaba lero ko umutegeka atakongera gutonganya umukozi hanze n'abantu bose batambuka bumva, ahubwo ko yamuhamagara akamuhanira mu biro, kandi akamuyobora mu nzira nziza bitabaye ibyo gusuzugura umukozi wundi, n'abagenzi bose babyumva".
 - Umuyobozi w'inama yamusubije agira ati: "imibanire y'abantu n'uko bategekana ku kazi nayo igomba kwitabwaho, utegekwa akubaha umutegeka, uyu nawe ntabereyeho kuba yakandamiza umukozi ahubwo agomba kumwumva akanamuyobora mu byo akora by'akazi. Umuyobozi w'inama yarangije ashimira abakozi bose kubera ubwitonzi n'ukuntu bashoboye kungurana ibitekerezo muli iyo nama, yongera kandi kubibutsa ko kugirango cellule ya Ministeri y'Urubyiruko n'Imikino ishobore gukora neza, abakozi bose bagomba gufatanya haba mu byago cyangwa mubyishimo.
- Inama yarangiye saa tanu n'iminota makumyabiri n'itanu (11 h 25').

Umuyobozi w'inama
Koloneli Aloys NSEKALIJE
Ministri w'Urubyiruko n'Imikino



Abanditsi:

- MUGETANGANO André
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