D/0341/2

REPUBULIKA Y'U RWANDA
MINISITERI Y'ABAKOZI BA LETA
N'UMURIMO
B.P 403 KIGALI

Kigali, 10 AOUT 1998
N° 1439 (...) /18.22

Nyakubahwa Minisitiri w'Intebe
KIGALI

Impamvu : **Guhemberwa akazi k'Ubuyobozi by'agateganyo.**

Nyakubahwa Minisitiri w'Intebe,

Maze iminsi ngezwaho ikibazo cy'abakozi ba Leta bakora akazi k'Ubuyobozi by'agateganyo (Intérim) ariko ntibabihemberwe. Ukurikije uko amategeko agenga abakozi ba Leta ateye ubu, umukozi ukora akazi k'Ubuyobozi (Umunyamabanga Mukuru, Umuyobozi, Umuyobozi w'Ishami) ahemberwa ako kazi iyo yashyizweho n'Umuyobozi amategeko ateganya. Ubwo ni ukuvuga Nyakubahwa Perezida wa Repubulika ku Banyamabanga bakuru ba Minisiteri na Nyakubahwa Minisitiri w'Intebe ku bandi.

Ariko kubera ko Inama y'Abaminisitiri itarafata icyemezo kugira ngo abo Bayobozi Bakuru bashyire mu myanya bamwe mu Bayobozi bavuzwe, cyane cyane Abayobozi b'Amashami, abakozi bamwe barakomeza gukora ako kazi batagahemberwa, hakaba hari abakamazemo imyaka ine yose.

Igihe amategeko tugenderaho ataravugururwa ku buryo umukozi yahita ahemberwa akazi k'Ubuyobozi akora igihe yagatangiye, ndabasaba ko mwatanga amabwiriza kiriya kibazo cy'abakozi bakora ako kazi k'Ubuyobozi by'agateganyo kigakemurwa.

Murakoze, mugire amahoro n'amahirwe.

Dr NSENGIMANA Yozefu
Minisitiri w'Abakozi ba Leta
n'Umurimo.

République Rwandaise
Ministère de la Fonction Publique et du Travail

Bimenyeshejwe:
- Nyakubahwa Perezida wa Repubulika
  KIGALI.
- Nyakubahwa Visi Perezida wa Repubulika akaba na Minisitiri w'Ingabo
  KIGALI.
- Madamu, Bwana Minisitiri (bose) MIJESCAFOP
  KIGALI.
- Madamu, Bwana Munyamabanga wa Leta (bose)
  KIGALI.

IBISOBANURO KU ITEKA RYA PEREZIDA N° .... RYO KUWA .... RIHINDURA ITEKA RYA PEREZIDA N° 69/03/2 RYO KUWA 19 WERURWE 1974 RISHYIRAHO AMATEGEKO RUSANGE AGENGA ABAKOZI BO MU BUTEGETSI BWITE BWA LETA

Itegeko-Teka ryo kuwa 19 Werurwe 1974 rishyiraho amategeko rusange agenga abakozi ba Leta mu ngingo zaryo iya 10 n'iya 11, riteganya ko umutegetsi ufite ububasha bwo gutanga akazi ashobora gushyira umukozi wa Leta mu mirimo yindi yisumbuye cyangwa iciye bugufi y'intera ye akurikije ibyangombwa byagenwe.

Ugushyirwa mu yindi mirimo bivuga ko ari ukoherezwa mu mwanya utagira umukozi uri ku ntera bijyanye.

Ingingo ya 84 y'Iteka rya Perezida n° 69/03/2 ryo kuwa 19 Werurwe 1974 rishyiraho amategeko rusange agenga abakozi bo mu Butegetsi Bwite bwa Leta ivuga ko umukozi wa Leta ushinzwe imirimo yisumbuye ahabwa igihembo cy'amafaranga angana n'ikinyuranyo hagati y'umushahara remezo ujyana n'intera ariho, n'umushahara ujyanye n'intera ihwanye n'imirimo ahawe. Ibyo bishatse kuvuga ko icyo gihembo gitangwa gusa iyo ugushingwa imirimo kujyanye no gushyirwa mu mirimo ijyanye n'intera iri hejuru y'iyo ariho.

Urugero :

INTERA NYAKURI	UMUSHAHARA (TO)	INTERA Y'IMIRIMO ASHINZWE	UMUSHAHARA (TN)	IGIHEMBO BIJYANA (TN - TO)
1. Rédacteur Adjoint	18 547 FRW	Chef de Division	36 280 FRW	17 733 FRW
Chef de Division	36 280 FRW	Chef de Division	36 280 FRW	0 FRW
2. Directeur	39 924 FRW	Directeur Général	45 540 FRW	5 616 FRW
Directeur Général	45 540 FRW	Directeur Général	45 540 FRW	0 FRW

Ukubarwa kw'icyo gihembo kwarakocamye, guca intege kandi kunyuranyije n'ukuri kubera impamvu zinyuranye :

A. Uburyo bwo gushingwa imirimo ntibwubahiriza ibyangombwa biteganywa n'amategeko bivuga ko umukozi ushingwa imirimo yagombye by'ibanze kuba ari ku ntera iciye bugufi; ikurikirwa n'intera ijyanye n'imirimo agiye gushingwa (Ingingo ya 11,3° y'Itegeko-Teka ryo kuwa 19 Werurwe 1974 rishyiraho amategeko rusange agenga agakozi ba Leta).
Ibi bituma umukozi uhawe imirimo ku ntera isumba kure intera ye nyakuri, ahabwa igihembo kinini cyane ugereranyije n'icyo yagombye guhabwa mu buryo busanzwe.

Mu byerekanywe mu mbonerahamwe yo haruguru, hagombye ko umukozi aba nibura ku ntera nyakuri ya Chef de Bureau kugira ngo ashingwe indi mirimo ku ntera ya Chef de Division.
Ibihembo bijyanye n'uko gushingwa indi mirimo byaba gusa 36 280 FRW - 32 789 FRW = 3 491 FRW, mbese bigabanyukaho mu rwego rwa 80 ku ijana.

Tuvuze iby'agahimbazamusyi, ntibisobanutse ko Chef de Division yahabwa igihembo cy'imirimo yindi yisumbuye gisumbye igihabwa Directeur Général.
Ikinyuranyo kiboneka mu mbonerahamwe yo haruguru kiri mu rwego rwa 70 ku ijana ari byo byerekana ko bidasanzwe.

B. Nk'uko ibyo bishobora kugaragara mu rugero rwatanzwe mu mbonerahamwe yo haruguru, gushingwa imirimo yindi ku ntera ihwanye n'intera nyakuri y'umukozi uhabwa imirimo ariho, nta burenganzira bitanga ku gihembo.
Umukozi wazamutse mu ntera akatera ku ntera nyakuri ya Directeur Général, iyo ashinzwe imirimo kuri iyo ntera nta bihembo abibonera. Ahubwo abafite uburambe ku kazi buke kuriwe nibo babibonamo inyungu.

Ubu buryo bunyuranyije n'ukuri kuko niba hari inyungu runaka yagombye kuboneka mu miterere y'ibyo bintu, nta karengane, abafite uburambe ku kazi bwinshi nibo babyungukiyemo mbere y'abandi.

C. Ingingo ya 84 nk'uko yatanzwe yagenaga ibihembo gusa ku bakozi bashinzwe imirimo yisumbuye ku buryo bwuzuye. Ibyo byatumaga igihe badahari, ababasimbuye nta gihembo babona. Kandi niba ugutanga ibihembo ku mirimo yisumbuye byarashyizweho kugira ngo bashyigikire kandi bashishikarize ikorwa n'itunganywa ry'iyo mirimo, kandi niba byumvikana ko ihererekanya-bubasha rijyana n'ihererekanya-buryo birumvikana ko umukozi usimbuye undi mu mirimo yisumbuye kandi abihawe anabyemerewe, agomba ako kanya kubona ibihembo bijyanye n'iyo mirimo mu gihe cyose azaba ayikora.

Ingingo ya 84 yarahinduwe ku buryo guhera ubu :

1. Igihembo cy'umurimo kibaye umubare w'amafaranga udahinduka kandi ugenwe kuri buri murimo wisumbuye :

- 35 000 FRW ku murimo wa Secrétaire Général
- 30 000 FRW ku murimo wa Directeur Général
- 25 000 FRW ku murimo wa Directeur
- 20 000 FRW ku murimo wa Chef de Division

Ibyo bihembo by'umurimo byagenwe bahereye ku mubare w'amafaranga ubu ahabwa umukozi ufite impamyabushobozi ntoya (Agent principal de 3 ème clase) igihe ahawe imirimo ku ntera ya Secrétaire Général,Directeur Général, Directeur na Chef de Division.

Ntibikiri ngombwa kwita ku itandukaniro ry'imishahara ijyanye n'intera runaka kuko byagushagamo abafite uburambe bwinshi ku kazi.

Abakozi bashyirwa mu yindi mirimo mu buryo butemewe n'amategeko ntibazongera kubihemberwa kuko guhera ubu ibihembo by'imirimo bidahinduka byagenwe.

2° Ikibazo cy'abakozi basimbura nacyo kizakemuka kuko kuva ubu cyashyirwa mu yindi mirimo gusa ntibihagije kugirango ubone igihembo cy'umurimo, ahubwo uzaba yakoze bigaragara iyo mirimo yisumbuye niwe uzabihemberwa; kandi igihembo kizabarwa ku gihe cyose iyo mirimo izaba yakozwemo.

ABAKOZI BAHAWE INDI MIRIMO N'IBIHEMBO BABONA MU BUTEGETSI BWITE BWA LETA.

IMBONERAHAMWE Y'IBIHEMBO BY'IMIRIMO HAKURIKIJWE INTERA NYAKURI N'INTERA Y'IMIRIMO YINDI IHABWA UMUKOZI.

Intera y'imirimo yindi ihabwa umukozi / Intera nyakuri	S.G	D.G	DIREC-TEUR	C.D
S.G	/////////// ///////////	/////////// ///////////	/////////// ///////////	/////////// ///////////
D.G	3 974	////////////////	///////////////	////////////
Directeur	9 563	5 616	///////////////	/////////////
C.D	13 208	9 261	3 645	//////////////
C.B	16 698	12 752	7 136	3 491
S.A	20 949	17 002	11 386	7 742
F.F	22 163	18 216	12 600	8 956
FONCT.	24 482	20 535	14 919	11 274
R.P	27 959	24 012	18 396	14 752
RED.	29 284	25 337	19 721	16 077
RED.ADJ	30 940	26 993	21 377	17 733
AGT PPL 1ERE CL	32 553	28 606	22 990	19 345
AGT PPL 2EME CL	34 108	30 161	24 545	20 901
AGT PPL 3EME CL	35 447	31 500	25 884	22 440

Ahasibye bivuga ko nta bihembo bitangwa.

ITEKA RYA PEREZIDA N° ..../RYO KUWA .... RIHINDURA ITEKA RYA PEREZIDA N° 69/03/2 RYO KUWA 19 WERURWE 1974 RISHYIRAHO AMATEGEKO RUSANGE AGENGA ABAKOZI BO MU BUTEGETSI BWITE BWA LETA.

Twebwe, BIZIMUNGU Pasiteri,
Perezida wa Repubulika,

Tumaze kubona Itegeko-Teka ryo kuwa 19 Werurwe 1974 rishyiraho amategeko rusange agenga abakozi bo mu Butegetsi Bwite bwa Leta, by'umwihariko mu ngingo yaryo ya 84;

Tubisabwe na Minisitiri w'Abakozi ba Leta n'Umurimo na Minisitiri w'Imari n'Igenamigambi, kandi Inama y'Abaminisitiri imaze gutanga igitekerezo cyayo ku itariki ya ....

TWATEGETSE KANDI DUTEGETSE

Ingingo ya 1.

Ingingo ya 84 y'Iteka rya Perezida n° 69/03/2 ryo kuwa 19 Werurwe 1974 rishyiraho amategeko rusange agenga abakozi bo mu Butegetsi Bwite bwa Leta ihinduwe mu buryo bukurikira :

Umukozi wa Leta ahemberwa umurimo wisumbuye akora.
Igihembo kibarwa ku gihe cyose umurimo wakozwemo bahereye ku mibare ikurikira :

- Umunyamabanga Mukuru :	35 000 FRW
- Umuyobozi Mukuru :	30 000 FRW
- Umuyobozi :	25 000 FRW
- Umuyobozi w'Ishami :	20 000 FRW

Ingingo ya 2.

Minisitiri w'Abakozi ba Leta n'Umurimo na Minisitiri w'Imari n'Igenamigambi bategetswe kubahiriza iri teka.

Ingingo ya 3.

Iri teka ryubahirizwa guhera kuwa ....

Perezida wa Repubulika
BIZIMUNGU Pasiteri

Minisitiri w'Intebe
RWIGEMA Petero Selesitini

Minisitiri w'Abakozi ba Leta n'Umurimo
Dogiteri NSENGIMANA Yozefu

Minisitiri w'Imari n'Igenamigambi
Dogiteri KABERUKA Donat

Bibonywe kandi bishyizweho ikirango cya Repubulika y'u Rwanda

Minisitiri w'Ubutabera
Dogiteri NTEZIRYABYO Fawusitini

URGENT

Kigali kuwa 12 AUG 1998
N°. 1636/05.01.01

REPUBULIKA Y'URWANDA
PEREFEGITURA YA KIGALI-NGALI

A traiter par:
Date entrée: 20/01/98
N° Classement: 353347

Bwana Burugumesitiri
....(Bose)

Impamvu: Amabwiriza ajyanye n'umuganda wo gukora isuku

Bwana Burugumesitiri,

Tunejejwe no kukwandikira tukugezaho amabwiriza ajyanye no gukoresha umuganda w'isuku:

1.Nk'uko inama ya leta yo kuwa 17/07/1998 yabyemeye, buri wa gatandatu wa nyuma w'ukwezi hagomba umuganda ujyanye n'isuku.

2. Umuganda usanzwe muri icyo cyumweru uzajya usimburwa n'uwisuku.

3.Umuganda uzajya wibanda ahantu hari ubu santere (centre) amavuriro cyangwa ibigo bifitiye inyungu rusange abaturage ndetse n'ahandi hose bo ubwabo basanze ari ngombwa gukora isuku.

4.Ibikorwa bindi byose (ubucuruzi, akazi ....) bigomba guhagarikwa abantu bose bakitabira icyo gikorwa .

5.Abakozi bo munzego za Leta zinyuranye bazajya bafatanya n'abo baturage hakurikijwe gahunda izaba yateguriwe k'urwego rwa Komini ishingiye aho umuganda uzakorerwa hose.

6.Buri Komini isabwe kugeza kuri Perefegitura mbere y'iminsi 15 y'igihe umuganda uzabera, gahunda yuko uteganijwe gukorwa n'abazifatanya n'abaturage mu bavuzwe mu ngingo ya gatanu aho uzakorerwa hose .

7.Nyuma y'umuganda hazajya hakorwa inama n'abaturage mu buryo nyungurana bitekerezo ku bibazo bahura nabyo mukarere kabo.

8.Ba Superefe ba Superefegitura bagenewe kopi, basabwe gukurikiranira hafi uburyo icyo gikorwa gitunganywa.

Buri Burugumesitiri asabwe gutangira gukangurira abaturage iki gikorwa no kwiga uburyo uzajya ukorwa muri komini ye akimara kubona iyi baruwa. Bityo umuganda wa mbere uzakorwa mu mpera z'ukwa munani ukazategurwa mu buryo bunoze.

Mugire amahoro n'akazi keza

PEREFE WA PERFEGITIURA YA
KIGALI-NGALI

GASAMAGERA Wellars

REPUBLIQUE RWANDAISE
Préfecture KIGALI

Bimenyeshejwe :

-Nyakubahwa Perezida wa Repubulika y'
URWANDA

-Nyakubahwa Visi-Perezida wa Repubulika
akaba na Minisitiri W'ingabo
KIGALI

-Nyakubahwa Minisitiri W'intebe
KIGALI

-Bwana /Madamu Minisitiri
MIGESCAFOP ~~(Bose)~~
KIGALI

-Bwana Superfe Wa Superefegitura ya
....(Bose)

-Bwana / Madamu Muyobozi w'imirimo
....muri Perefegitura(Bose)

B service Généraux

B affaire administrative et financière

1997

D/034/2

REPUBULIKA Y'U RWANDA

MINISITERI Y'URUBYIRUKO,
UMUCO, SIPORO NO KWIGISHA
IMYUGA ICIRIRITSE
B.P. 1044 - KIGALI

Kigali, kuwa 30/7/97

N° 863/21.11

AMABWIRIZA Y'IKORESHWA RYA LISANSI NA MAZUTU.

Bitewe n'uko muri iyi minsi Minisiteri y'Imari n'igena-migambi yagabanije cyane umubare wa amalitiro ya lisansa na mazutu, yali isanzwe itugenera; nsanze byaba byiza ko kuva uyu munsi ku wa 17-07-1997 twageregeza kuzajya dusaranganya iyo nkeya twagenewe. Kuburyo buri modoka yose ikora akazi ka hano mu munsi itazajya irenza amalitiro icumi ku munsi (10L/j). Uretse gusa iyaba igiye mu butumwa bw'akazi bwa kure, ibifitiye ibyemezo bisinywe na Minisitiri cyangwa umunyamabanga mukuru.

Nta lisansi cyangwa mazutu zizongera gutangwa zo gukoresha mu minsi itari iy'akazi (Weekend), usibye uzaba afite akazi kuri uwo munsi. Agomba nawe kuba abifitiye icyemezo cyasinywe na Minisitiri cyangwa umunyamabanga mukuru:

- Naho umuntu ku giti cye azajya yigurira mu minsi yibiruhuko. Ibyo birareba abayobozi b'imirimo bafite imodoka cyangwa amapikipiki.
- Amapikipiki azajya ahabwa amalitiro atatu ku munsi bihwanye n'amalitiro cumi n'atanu (15) buri cyumweru.

Buri wese bireba asabwe kubahiliza aya mabwiliza.

Minisitiri w'Urubyiruko,Umuco
Siporo no Kwigisha Imyuga Iciriritse

Dr Yakobo BIHOZAGARA

REPUBLIQUE RWANDAISE
Ministère de la Jeunesse, des Sports, de la Culture et de la Formation Professionnelle

KABANDANA Marc
Secrétaire Général
MIJESCAFOP

Bimenyeshejwe:

- Abayobozi (bose) Direct. Sport
- DAAF
- Chorroi
- Abayobozi b'Urubyiruko mu ma Perefegitura (bose).