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D.E.F

/NS.FR./M.A.M/

INYANDIKO MVUGO Y'INAMA Y'ABAKOZI BO MU BUYOBOZI BUKURU BW'URUBYIRUKO YABEREYE MULI MINISTERE Y'URUBYIRUKO N'IMIKINO KU ITALIKI YA 2/11/1982.

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Inama yayobowe n'Umuyobozi Mukuru w'Urubyiruko hali abakozi bose bakora mu biro, abandikisha imashini hamwe n'abaplanto bakora muli ubwo buyobozi bukuru.

Bwana NTAMITONDERO Alphonse yatangije inama ashimira abaje bose kandi abamenyesha ko ali ubwa mbere abo bakozi bahuye bose kugirango baganire ibibazo by'akazi kabahuza buli munsi.

Mbere na mbere yabanje kubamenyesha ko kuva ku italiki ya 23 kugeza kuya 27 z'uku kwezi Ministeri izakoresha Inama y'Igihugu iziga ibibazo by'Urubyiruko. Asaba buli wese gutegura neza ibyo yaba ashinzwe no kuzabikora neza muli iyo nama, kuva kubayobozi kugera kubanditsi n'abaplanto.

Yakomeje avuga kubyereke imitunganyilize y'akazi cyane cyane ku guhererekanya impapuro n'amabaruwa ya Leta (transmission des dossiers). Yibukije ko ilyo hererekanya lifite inzira izwi ligomba kunyuramo, kuko buli mukozi azi umusumba mu ntera agomba guhereza ibyakozwe, n'uwo asumba uhabwa ibyo gukora. Ababazwa n'uko bamwe biha kwanga ayo mategeko asanzwe azwi, bagahurudukana impapuro zitanyuze kubabasumba, ukumva ngo zageze kwa Ministri, abashinzwe ibyo bibazo bakabura imyifato igihe babajijwe uko byagenze. Yakomeje avuga ko hali n'andi makosa y'abantu bandika iby'akazi bikajya mu zindi Ministeri cyangwa muli Presidansi kandi atali bo bashinzwe iyi Ministeri.

Yongeye kwihaniza ku magaragaro abakora ayo makosa kugiranga babireke, impapuro zikulikire inzira yazo izamuka n'imanuka kandi iby'akazi bijya hanze bigasinywa na Ministri gusa kuko aliwe ushinzwe imbere ya bagenzi be na Prezida ibikorerwa muli iyi Ministeri.

Amaze kuvuga ayo magambo, yasabye Umuyobozi ushinzwe guhugura no gushaka imibereho myiza y'urubyiruko kugirango nawe abwire abali mu nama ibyo yaba yarabonye bitagenda neza mu kazi.

Bwana KURAZIKUBONE Jozefu avuga ko amaze umwaka muli iyi Ministeri aliko ko abona ko nta bibazo bikomeye bihali uretse utuntu tumwe na tumwe usanga tutameze. Avuga ko akigera muli Ministeri yakoresheje inama akabwira abakozi ko ibyiza ali ukumvikana, ko gutera amahane ntacyo bishobora kugeza ku bantu.

Akomeza avuga ko ureste ibyo, hali n'ibindi usanga bitanoze rwose: nko kwinjira mu biro ukabura abantu kandi batavuze aho bagiye, cyangwa se ku munsi wo guhembwa ugasanga bose bagendeye icyalimwe ibiro byose bigasigara gusa.

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Yongeraho ko ibiro bishinzwe guhugura Urubyiruko ali bito cyane bigatuma abakozi babyo bakorera hirya no hino n'ubashinzwe ntashobore kubona ibiro hamwe nabo kandi byali ngombwa. Muli Division Encadrement ho nta rumuli ruhali kandi abakozi baho nabo baratatanye.

Ati, ikindi nabonye ni uko hali abakeka ka administrasiyo y'ino isa n'iyi Burayi, ati, i Burayi umushefu w'Ibiro akubwira ko akwenereye ikintu akajya mu biro akandika ibaruwa akayisinya icyo yakwenereye ukakibona. Ino rero ntabwo ali kimwe kuko nta nzandiko cyangwa ibintu bigomba gusohoka ababishinzwe bose kugeza hejuru batabimenye. Kuko ali uko bimeze mu gihugu niko twese twagombye kubigenza.

Yarangije avuga ko hali abajya guhaha mu masaha y'akazi bakazana ibipfunyika bagashyira munsi y'ibiro byabo ugasanga ibiro byabaye nk'isoko. Ibyo ntabwo bituma abashyitsi batugenderera batwubaha kuko nta suku kandi byerekana ko twibera mu isoko aho gukora akazi.

Ati rero ureste utwo nagiye mbona, ubundi tumeze neza rwose. Nyuma, hafashe ijambo Umuyobozi wa Planification, avuga ko amaze igihe gito muli iyi Ministeri kandi ko yishimiye ukuntu yayakiliweno. Avuga ko mubyo yabonye mu buyobozi ashinzwe ali uko ntaho abakozi be bafite bakorera, hakaba ikibazo cyo kwegera Urubyiruko kugira ngo barebe ibikorwa rwagezeho bityo bashobore guteganya uko Ministeri yarufasha hakaba n'icy'abakozi batindana akazi.

Yongeyeho ko hali igihe Ministri aha akazi umukozi yishakiye. Avuga ko uwo mukozi agomba gusubiza ibyo yakoze abirangije aliko akabimenyesha inzego zimusumba kugirango zimenye ibyo akora.

Hakulikiyeho ikibazo cy'abaplanto. Umuyobozi Mukuru avuga ko niba hali urwaye agomba gusimburwa n'undi mu gukora isuku mu biro. Umwe mu baplanto ati : kuva batugabanya muli za service, usanga abakozi badutuma hirya no hino, bakatujyana gupakurura ibirayi, twabyanga bakaturega ngo turasuzugura. Ikindi kandi, amazi yarabuze, turakubura ivumbi ligatumuka; arangiza avuga ko hagati y'abaplanto hali agasigane ku buryo bamwe bicisha abandi akazi.

Ku kibazo cy'amazi, hemejwe ko imodoka izajya ivomesha ingunguru kugirango haboneke amazi yo gukoropa ibiro.

Haza ikibazo cy'urusaku ruhora mu biro bili iruhande rwa D.G y'Urubyiruko. Abali mu nama basanze abakorera muli ibyo biro badashobora guhunga urwo rusaku kubera abantu benshi bahora bahanyuramwo. Aliko inama isaba abahakorera gukora uko bashoboye kugirango urwo rusaku rugabanuke.

Ku kibazo cy'ibiro bishya, umwe mu bali mu nama yavuze ko byali bikwiye guhabwa Bureau Formation na Inspection kuko byuzuye.

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Asubizwa ko ikibazo cy'ibiro ali icya Ministeri yose, igihe cyo gutanga ibiro rero nikigera, byose bizaseswa bitangwe bundi bushya.

Hakulikiyeho ikibazo cy'abanditsi bo ku mashini. Usanga buli wese ajyana akazi akavuga ko kihutirwa ndetse akavanishamo ibili mu mashini byatangiwe. Ubundi ugasanga akazi barakarundira umuntu umwe abandi biyicaliye. Nyuma y'uko Mme DUSINGIZE avugiye ko adashobora gutegeka abo banditsi ngo abagabanye akazi, hemejwe ko umwe mu bagore bakora muli Secrétariya ya D.G. azasimburwa n'umugabo uwo mugabo akongererwa ku kazi asanganywe gutegeka abaplanto n'abanditsi.

Ku kibazo cyo gusukura ibiro nyuma y'akazi, inama yasanze byaba byiza kuko mugitondo bibuza abakozi gukora. Aliko kugirango bizashoboke ni uko Ministeri yose yasukulirwa icyalimwe ku mugoroba, imodoka igacyura abaplanto barangije.
Ikibazo rero kizigwa n'ubuyobozi bukuru bwose kugira ngo isuku ikorerwe limwe hose.

Inama yarangirije ku kibazo cyo guhaha. Yasanze atali bibi kuko abantu batunzwe no kurya. Aliko kandi guhaha samoya cyangwa kumara iminota irenga 15 hanze ni agakabyo ntawabyemera. Ntanuwakwemera ko ibihashywe bibikwa mu biro : hali igikali cya Ministeri, cyangwa FAJECOP bishobora kubikwamo.

Umuyobozi Mukuru w'Urubyiruko yarangije inama yongera kwihanangiliza abakozi ko iyo basohotse bagomba kuzuza "Fiche de Sortie" ubashatse akamenya aho bagiye n'icyo bagiye gukora. Asaba ko buli wese yakwita ku mulimo we agakorana umurava. Ashimira abali mu nama ubwitonzi n'ibitekerezo byiza bayitanzemo.

Inama yarangiye satatu n'igice.

Umuyobozi w'Inama
NTAMITONDERO Alphonse
Umuyobozi Mukuru w'Urubyiruko

Umwanditsi
NSANZABAGANWA François.-

Bimenyeshejwe :
- Ubuyobozi bushinzwe guhugura no gushaka imibereho myiza y'Urubyiruko
- Ubuyobozi bushinzwe planification
- Abali mu inama (BOSE)