

Republique Rwandaise
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Procès-Verbal

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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 bukururu.

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

Mbere na mbere yabanye 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 icyo hererekanya lifite inzira izwi ligomba kunyuramo, kuko buli mukazi ari 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 ushinze imbere ya bagenzi be na Prezida ibikorera muli iyi Ministeri.

Amaze kuvuga ayo magambo, yasabye Umuyobozi ushinze guhugura no gushaka imibereho nyiza 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 tutemeze. Avuga ko akigera muli Ministeri yakoresheje inama akabwira abakozi ko ibyiza ari ukumvikana, ko gutera amahane ntacyo bishobora kugeza ku bantu.

Akomeza avuga ko uretse ibyo, hali n'ibindi usanga bitanoze rwose: nko kwinjira mu biro ukabura abantu kandi batavuze aho bagiyeyeho, cyangwa se ku munsu wo guhembwa ugasanga bese bagendeye icyarimwe ibiro byose bigasigara gusa.

Yongeraho ko ibiro bishinzwe guhugura Urubyiruko ali bito cyane bigatuma abakozi babwo bakorera hirya no hino n'ubashinzwe ntashobore kubona ibiro hanwe 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 umushyamba w'Ibiro akubwira ko akwemerereye ikintu akajya mu biro akandika ibaruwa akayisinye icyo yakwemerereye ukakibona. Ino rero ntabwo ali kinwe kuko nta nzandiko cyangwa ibintu bigomba gusohoka ababashinzwe bese kugeza hejuru batabimenye. Kuko ali uko bimeze mu gihugu niko twese twagombaye kubigenza.

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

Ati rero ureste utwo nagiye nibona, ubundi tumeze neza rwose. Nyuma, hafashe ijambo Umuyobozi wa Planification, avuga ko amaze igihe gito muri iyi Ministeri kandi ko yishimiye ukuntu yarakurikiwe. Avuga ko muri byo yabonye mu buyobozi ashinzwe ari 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 yishakirye. Avuga ko uwo umukozi agombye gusubiza ibyo yakozeho abirangije aho akabimenyeshye inzego zimushyamba kugirango zimenye ibyo akora.

Hakurikiyeho ikibazo cy'abapfundo. Umuyobozi Mukuru avuga ko niba hali urwaye agombye gusubirwa n'undi mu gukora isoko mu biro. Umwe mu bapfundo ati : kuva batugabanyaga muri za service, usanga abakozi badutuma hirya no hino, bakatujyanga gupakurura ibirayi, twabyanga bakaturega ngo turasuzugura. Ikindi kandi, amaze yarabuze, turakubura ivumbi ligatunuka; arangiza avuga ko hagati y'abapfundo hali agasigaye ku buryo bamwe bicisha abandi akazi.

Ku kibazo cy'amaze, hemejwe ko inodoka izajya ivomeshye ingunguru kugirango haboneke amaze yo gukorera ibiro.

Haza ikibazo cy'urusaku ruhira mu biro buri iruhamba rwa D.G y'Urubyiruko. Aba mu nama basanze abakorera muri ibyo biro badashobora guhunga urwo rusaku kubera abantu benshi bahora bahanyuramuraho. Aho inama isaba abahakorera gukora uko bashoboye kugirango urwo rusaku rugabanyuke.

Ku kibazo cy'ibiro bishya, umwe mu buri mu nama yavuye ko byari bikwiye guhabwa Bureau Formation na Inspection kuko byuzuye.