Repubulika y'u Rwanda
Intara y'Iburengerazuba
Akarere ka Nyabihu

Ref.Unit: Education Unit

Nyabihu, ku wa .06/01/2025............

Ref: N⁰ ....31.17..../07.03.04/2025

ITANGAZO RY'AKAZI KO KWIGISHA K'IGIHE GITO

Ubuyobozi bw'Akarere ka Nyabihu buramenyesha ababyifuza kandi babifitiye ubushobozi ko hari akazi ko kwigisha k'igihe gito gasabwa binyuze ku kigo cy'ishuri gifite uwo mwanya kugira ngo ubuyobozi bw'Ikigo bwandike abakandida bifuza gusimbura abarimu bagiye kujya mu kiruhuko bemererwa n'amategeko hifashishijwe ikoranabuhanga (TMIS).

Icyitonderwa:

1. Usaba akazi atanga impamyabushobozi ingana n'iy'uwo asimbura isikannye neza kandi isomeka iherekejwe na "Transcript/Bulletin".
2. Usaba akazi agomba kuba yemera gukorera ku masezerano y'igihe gito.
3. Usaba akazi arasabwa kubahiriza amabwiriza ya Minisiteri y'Uburezi agenga umwarimu w'umusimbura nk'uko ari ku mugereka w'iri tangazo aboneka kuri Website y'Akarere ka Nyabihu (www.nyabihu.gov.rw.).
4. Umuyobozi w'Ikigo cy'Ishuri igihe cyose afite umwanya ukeneye umusimbura arasabwa kujya amenyesha abashaka akazi umwanya ukenewemo umusimbura binyuze mu itangazo ategura rikamanikwa ku kigo cy'Ishuri, ku biro by'Akagari n'Umurenge ishuri riherereyemo.
5. Gusaba akazi bitangira, kuwa 06/01/2025.

Murakoze.

MUKANDAYISENGA Antoinette

Umuyobozi w'Akarere ka Nyabihu

NYABIHU - DISTRICT
REPUBULIKA Y'U RWANDA

Repubulika y'u Rwanda
Minisiteri y'Uburezi

Kigali, ku wa 22/11/2024
N° 2188/12.00/2024

Bwana Umuyobozi w'Umujyi wa Kigali
Madamu/Bwana Umuyobozi w'Akarere (Bose)

Impamvu: Gushaka no gushyira mu mwanya umwarimu w'umusimbura

Madamu/Bwana Muyobozi,

Nshingiye ku Iteka rya Minisitiri w'Intebe no 033/03 ryo ku wa 12/11/2024 rishyiraho sitati yihariye igenga abakozi b'amashuri y'uburezi bw'ibanze mu ngingo yaryo ya 39 ivuga ku isimburwa ry'agateganyo ry'umwarimu, iteganya ko: "*Umujyi wa Kigali cyangwa Akarere bisimbuza by'agateganyo umwarimu uhagaritse akazi by'agateganyo mu gihe kirenze iminsi 15 undi mwarimu uri ku mwanya wa mbere ku rutonde rw'abategereje guhabwa akazi basabye kuzakorera mu Mujyi wa Kigali cyangwa mu Karere*";

Maze kubona ko iteka ryavuzwe haruguru ridateganya uburyo bwo gusimbuza umwarimu mu gihe nta rutonde rw'agateganyo rw'abatsinze ikizamini cy'akazi ruhari cyangwa mu gihe habuze umwarimu w'umusimbura mu mujyi wa Kigali cyangwa mu Karere kubera impamvu zitandukanye;

Mbohereje ku mugereka imirongo ngenderwaho mu gushaka no gushyira mu mwanya umwarimu w'umusimbura mu mujyi wa Kigali cyangwa mu Karere ubereye umuyobozi.

Mugire amahoro.

MINISITERI Y'UBUREZI
REPUBULIKA Y'U RWANDA

IRERE Claudette
Umunyamabanga wa Leta

Bimenyeshejwe:

- Minisitiri w'Uburezi
- Minisitiri w'Ubutegetsi bw'Igihugu
- Minisitiri w'Abakozi ba Leta n'Umurimo
- Umunyamabanga Uhoraho/MINEDUC
- Umuyobozi Mukuru wa REB
- Umuyobozi Mukuru wa RTB

Repubulika y'u Rwanda

Minisiteri y'Uburezi

IMIRONGO NGENDERWAHO YO GUSHAKA NO GUSHYIRA MU MWANYA UMWARIMU W'UMUSIMBURA

I. Intangiriro

Dushingiye ku Iteka rya Minisitiri w'Intebe Nº 033/03 ryo ku wa 12/11/2024 rishyiraho sitati yihariye igenga abakozi b'amashuri y'uburezi bw'ibanze cyane cyane mu ngingo yaryo ya 39 ivuga ku isimburwa ry'agateganyo ry'umwarimu, iteganya ko: "*Umujyi wa Kigali cyangwa Akarere bisimbuza by'agateganyo umwarimu uhagaritse akazi by'agateganyo mu gihe kirenze iminsi 15 undi mwarimu uri ku mwanya wa mbere ku rutonde rw'abategereje guhabwa akazi basabye kuzakorera mu Mujyi wa Kigali cyangwa mu Karere*";

Maze kubona ko iteka ryavuzwe haruguru ridateganya uburyo bwo gusimbuza umwarimu mu gihe nta rutonde rw'agateganyo rw'abatsinze ikizamini cy'akazi ruhari cyangwa mu gihe habuze umwarimu w'umusimbura mu mujyi wa Kigali cyangwa mu Karere kubera impamvu zitandukanye;

Minisiteri y'Uburezi ishyizeho imirongo ngenderwaho yo gushaka no gushyira mu mwanya umwarimu w'umusimbura.

II. Uruhare rw'inzego zitandukanye

➢ Ubuyobozi bw'Ikigo cy'ishuri

- Gukusanya amakuru y'abarimu bitegura kujya mu kiruhuko cyo kubyara n'abandi bafite impamvu zibemerera gusimbuzwa by'agateganyo agatangwa mu buyobozi bw'Umujyi wa Kigali cyangwa ubw'Akarere hifashishijwe ikoranabuhanga (TMIS).
- Gushishikariza abakandida bifuza gusimbura, gutanga ubusabe bwabo ku rwego rw'Ikigo cy'ishuri.
- Kwandika abakandida bifuza gusimbura ababyeyi babyaye hifashishijwe ikoranabuhanga (TMIS).
- Gushyikiriza Ubuyobozi bw'Umujyi wa Kigali cyangwa Ubuyobozi bw'Akarere urutonde rw'abamaze kwandikwa binyuze muri TMIS.
- Guhugura abarimu batoranijwe mu gusimbura, kugira ngo bongererwe ubumenyi mu kazi bagomba gukora.
- Gukurikirana imikorere y'umusimbura umunsi k'uwundi no gutanga raporo buri kwezi y'imikorere y'umusimbura ku rwego rw'Umujyi wa Kigali cyangwa urwego rw'Akarere.

> **Ubuyobozi bw'Akarere**

- Kugenzura amakuru y'abarimu bitegura kujya mu kiruhuko cyo kubyara nibura ukwezi kumwe mbere yo kubyara n'abandi bafite impamvu zibemerera gusimburwa by'agateganyo binyuze mu buryo bw'ikoranabuhanga (TMIS).
- Gutanga itangazo rihamagarira abakandida bifuza gusimbura, gutanga ubusabe bwabo ku rwego rw'Ikigo cy'ishuri bifuza gukoreramo.
- Kugenzura dosiye z'abasabye gusimbura mu mashuri hifashijijwe uburyo bw'ikoranabuhanga (TMIS).
- Kwemeza urutonde rw'abarimu batanzwe n'abayobozi b'ibigo by'amashuri bemerewe gusimbura hifashishijwe ikoranabuhanga (TMIS).
- Gusinyana amasezerano y'akazi n'abarimu bemerewe gusimbura, bimaze kwemezwa na Ministeri y'Uburezi ibinyujije mu ikoranabuhanga (TMIS). Igihe amasezerano amara kingana n'igihe umwarimu usimburwa azamara atari mu kazi.
- Kugenera umushahara umwarimu w'umusimbura ungana n'uw'umwarimu usanzwe w'umutangizi banganya impamyabumenyi.
- Kugenzura ko abasimbura bakora inshingano zabo neza bahereye kuri raporo itangwa buri kwezi n'Umuyobozi w'Ikigo cy'Ishuri.
- Guhagarika amasezerano y'akazi y'umusimbura mu gihe cyabugenewe cyangwa mu kindi gihe cyose bibaye ngombwa hubahirijwe amategeko.

> **Minisiteri y'Uburezi (MINEDUC)**

- Kwakira urutonde rw'abarimu batanzwe n'Uturere basaba gusimbura abagiye mu kiruhuko cyo kubyara n'abandi bafite impamvu zibemerera gusimbuzwa by'agateganyo hifashishijwe uburyo bw'ikoranabuhanga (TMIS).
- Kwemeza dosiye z'abasabye gusimbura mu mashuri zujuje ibisabwa hifashishijwe ikoranabuhanga (TMIS) nk'uko zoherejwe n'Umujyi wa Kigali cyangwa Akarere.
- Gukurikirana ko ababyeyi babyaye n'abandi bemerewe gusimbuzwa kubera impamvu zitandukanye, basimbujwe ku gihe kugira ngo bitadindiza imyigire n'imyigishirize.
- Gukurikirana uburyo abasimbura bigisha kandi bahabwa ibyo bagenerwa.
- Gukora ububiko mu buryo bw'ikoranabuhanga (database) bw'abarimu b'abasimbura.
- Gukurikirana imikorere y'abarimu b'abasimbura n'irangira ry'amasezerano yabo.

III. Uburyo bwo gushaka umwarimu w'umusimbura

Umwarimu w'umusimbura agomba kuzajya ahita ashyirwa mu mwanya uhereye igihe usimbuzwa yatangiriye ikiruhuko. Umwarimu usimbura azajya ashakwa mu gace ishuri riherereyemo, hatangwe ibyangombwa ku karere kugira ngo yemezwe na komite nyobozi hagendewe kuri ibi bikurikira:

- Kuba afite impamyabumenyi ingana n'iy'uwo asimbura.
- Agomba kuba yarize ibihuye n'amasomo uwo asimbuye yigishaga.
- Kuba atarambuwe uburenganzira bwo kuba umukozi wa Leta.
- Kuba nta kandi kazi afite kandi yiteguye guhita atangira akazi.
- Kuba yemera gukorera ku masezerano y'igihe gito.

MINISITERI Y'UBUREZI
REPUBULIKA Y'U RWANDA

Mu gihe mu gace ishuri riherereyemo hari abifuza uwo mwanya wo gusimbura barenze umwe, Umujyi wa Kigali cyangwa Akarere bigena uburyo bwo guhitamo umwe hatagombye gukoreshwa ibizamini.

Harebwa kuri ibi bikurikira birutanwa nk'uko bikurikirana:

- Ufite impamyabumenyi ingana niy'uwo asimbura,
- Ufite impamyabumenyi mu mashuri y'inderabarezi cyangwa uburezi afite amahirwe kurusha abandi.
- Ufite amanota menshi kurusha abandi ku mpamyabumenyi ye.
- Utuye mu Murenge ishuri riherereyemo.
- Uwiteguye guhita atangira akazi.

Ikitonderwa: Umujyi wa Kigali cyangwa Akarere bishobora gushyira mu mwanya umwarimu w'umusimbura mu kigo atasabyemo cyangwa atashyizemo dosiye y'ubusabe mu gihe nta mwanya wo gusimbura uhari; bityo umukandida akaba yashakirwa ahandi hari umwanya wo gusimbura.

Bikorewe i Kigali, ku wa 22/11/2024

MINISITERI Y'UBUREZI

IRERE Claudette
Umunyamabanga wa Leta muri Minisiteri y'Uburezi