IBYEMEZO BY'INAMA ISANZWE Y'INAMA NJYANAMA Y'AKARERE KA NYAMAGABE YATERANYE KU WA 25 KANAMA 2013.

Ku Cyumweru tariki ya 25 Kanama 2013; mu cyumba cy'inama cy'Akarere ka Nyamagabe

" Hope House" hateraniye Inama Njyanama y'Akarere mu nama yayo isanzwe.

Inama yayobowe na Visi-Perezida w'Inama Njyanama Bwana NDAHINDURWA Fiacre bitewe n'uko Perezida yari arwaye. Visi- Perezida w'Inama Njyanama amaze gusuzuma ko umubare wa ngombwa ugenwa n'itegeko (nibura 2/3 by'abagize Inama Njyanama y'Akarere) wuzuye; yatangije inama aranayiyobora. Inama yitabiriwe n'Abajyanama 25 kuri 31 bagize Inama Njyanama y'Akarere ka Nyamagabe.

Iyo nama yanatumiwemo kandi yitabirwa n'Umunyamabanga Nshingwabikorwa w'Akarere, abakuru b'imirimo ku Karere, abakozi bamwe na bamwe b'Akarere hamwe n'Abanyamabanga Nshingwabikorwa b'Imirenge igize Akarere ka Nyamagabe.

Umuyobozi w'Inama yibukije abitabiriye inama ingingo ziteganyijwe kwigwa zikurikira:

1. Kwemeza inyandikomvugo y' Inama isanzwe y'Inama Njyanama yateranye tariki ya 26 Gicurasi 2013 n'inyandikomvugo y'inama idasanzwe y'Inama Njyanama yateranye tariki ya 30 Kamena 2013.
2. Kwemeza gahunda y'ishyirwamubikorwa ry'imihigo y'umwaka wa 2013-2014 no gufata ingamba zo kuyihutisha.
3. Kungurana ibitekerezo ku isuzumabushobozi ryakorewe abakozi b'Akarere mu mwaka wa 2012-2013.
4. Kwemeza abagize akanama k'ubujurire k'Akarere mu byerekeranye n'itangwa ry'amasoko.
5. Gusuzuma imikorere ya bamwe mu bakozi ba " Section" za MUSA (Mutuelle de santé)
6. Gushyira mu byiciro imihanda yo mu Karere.
7. Kungurana ibitekerezo ku madosiye y'abasabye ubutaka bwo gukoreramo.
8. Ibindi.

Ku ngingo y'ibindi, Umuyobozi w'Akarere yasabye ko yageza ku bagize Inama Njyanama amakuru ku birebana n'ihinduranya rya bamwe mu bakozi b'Akarere bakorera ku rwego rw'Imirenge mu rwego rwo kurushaho gutanga umusaruro.

Mu bindi kandi hemejwe ko Inama Njyanama yiga ku birebana n'ikiruhuko cyasabwe n'Umuyobozi w'Akarere wungirije ushinzwe Imibereho Myiza y'Abaturage.

I. KWEMEZA INYANDIKOMVUGO Y' INAMA ISANZWE Y'INAMA NJYANAMA YATERANYE TARIKI YA 26 GICURASI 2013 N'INYANDIKOMVUGO Y'INAMA IDASANZWE Y'INAMA NJYANAMA YATERANYE TARIKI YA 30 KAMENA 2013.

Inyandikomvugo y' inama isanzwe y'Inama Njyanama yateranye tariki ya 26 Gicurasi 2013 n'inyandikomvugo y'inama idasanzwe y'Inama Njyanama yateranye tariki ya 30 Kamena 2013 zimaze gusomwa mu ruhame no gukorerwa ubugorarangingo zemejwe ku bwumvikane busesuye n'abagize Inama Njyanama y'Akarere.

II. KWEMEZA GAHUNDA Y'ISHYIRWA MU BIKORWA RY'IMIHIGO Y'UMWAKA WA 2013-2014 NO GUFATA INGAMBA ZO KUYIHUTISHA.

Abagize Komite Nyobozi y'Akarere bagejeje ku bagize Inama Njyanama ibikorwa byose biteganywa bijyanye n'imihigo y'umwaka wa 2013-2014 igihe buri gikorwa kizakorerwa, abagishinzwe, ingengo y'imari iteganyijwe kuri buri gikorwa n'aho izaturuka.

Abagize Inama Njyanama bamaze kugezwaho na Komite Nyobozi gahunda y' ishyirwa mu bikorwa mu bikorwa ry'imihigo y'umwaka wa 2013-2014 bashimye uburyo byateguwe banemeza ku bwumvikane busesuye zimwe mu ngamba zatuma irushaho kwihutishwa cyane cyane izirebana no kongera umusaruro w'ubuhinzi ndetse no kongera **umusaruro** mu bwisungane mu kwivuza.

Izo ngamba ni izi zikurikira:

- Gukoresha inzego zibishinzwe zirimo n'abagira uruhare muri iyo mihigo bose ndetse n'ibyiciro byihariye (Inama y'Igihugu y'abagore, Inama y'Igihugu y'urubyiruko, ……..)
- Kugeza ku baturage inyongeramusaruro hakiri kare
- Gukoresha ikoranabuhanga mu buhinzi hatekerezwa ku gukoresha imashini zihinga.
- Gukoresha inyongeramusaruro no guca akajagari mu icuruzwa ryayo.
- Gutegura imirimo y'ihinga hakiri kare no gukora ubuvugizi ku nzego zibishinzwe hakaboneka imbuto zitanga umusaruro kandi zera mbere vuba.
- Gukora ubukangurambaga hakoreshwa uburyo bushoboka bwose harimo na "publicité"
- Kwifashisha zimwe mu ngamba zakoreshejwe mu kwesa imihigo y'imyaka yashize Kugira ngo Akarere kacu kagire umwanya wa mbere.

III. KUNGURANA IBITEKEREZO KU ISUZUMABUSHOBOZI RYAKOREWE ABAKOZI B'AKARERE MU MWAKA WA 2012-2013.

Abagize Komite Nyobozi y'Akarere bashingiye ku bivugwa mu Iteka rya Minisitiri w'Intebe

N^0 121/03 ryo ku wa 08/09/2010 rishyiraho uburyo bukoreshwa mu isuzumabushobozi n'izamurwa mu Ntera ry'abakozi ba Leta, bagaragaje amanota yatanzwe hakorwa isuzumabushobozi ry'abakozi b'Akarere mu mwaka wa 2012-2013.

Abagize Inama Njyanama kandi bamaze kubyunguranaho ibitekerezo, bagasanga abakozi b'Akarere barabonye impuzandengo y'amanota ingana na 82.28% bagasanga kandi amanota yaratanzwe hakurikijwe amategeko, barabashimye kandi bemeza ku bwumvikane busesuye isuzumabushobozi ryakorewe abakozi b'Akarere ka Nyamagabe mu mwaka wa 2012-2013.

Abagize Inama Njyanama bemeje kandi ku bwumvikane busesuye ko abakozi bari mu cyiciro cya III (abakozi bagize amanota ari hagati ya 70% na 60%) begerwa n'inzego zibashinzwe bakagirwa inama mu rwego rwo kurushaho gutanga umusaruro.

Abagize Inama Njyanama kandi basabye abagize Komite Nyobozi ko umukozi warushije abandi yazahembwa hakurikijwe amategeko.

Ku bakozi 3 bandikiye Inama Njyanama basaba kurenganurwa kuko batishimiye amanota bahawe mu isuzumabushobozi ryabakorewe, Abajyanama bemeje ku bwumvikane busesuye ko Komisiyo y'Ubuyobozi, Politiki n'Amategeko izasuzuma ibibazo byabo, raporo izavamo ikazashyikirizwa Abajyanama mu nama y'Inama Njyanama izakurikiraho.

IV. KWEMEZA ABAGIZE AKANAMA K'UBUJURIRE K'AKARERE MU BYEREKERANYE N'ITANGWA RY'AMASOKO.

Abagize Inama Njyanama bashingiye ku bivugwa mu Itegeko n^{0}05/2013 ryo ku wa 13/02/2013 rihindura kandi ryuzuza Itegeko n^{0}12/2007 ryo ku wa 27/03/2007 rigenga amasoko ya Leta , bamaze kandi kubyunguranaho ibitekerezo, bemeje ku bwumvikane busesuye abagize akanama k'ubujurire k'Akarere ka Nyamagabe mu byerekeranye n'itangwa ry'amasoko ku buryo bukurikira:

N^0	AMAZINA	AHO AKORA	ICYO AKORA
1	NDAYISABA Elie	SOS	UMUREZI
2	MUKAMANA Celine	UNICOOPAGI	Kongerera abakozi ubushobozi
3	UWAMAHORO Clothilde	RSSB	Ushinzwe ubwiteganyirize

			bw'izabukuru (Pansion)
4	NGOGA Bertin	Gasaka	Arikorera
5	KAYIRANGWA Christine	Gasaka	Arikorera
6	NDAGIJIMANA François	Akarere ka Nyamagabe	Umugenzuzi w'umurimo (Labor Inspector)
7	NKUBITO Gildas	Akarere ka Nyamagabe	Ibikorwa remezo

V. GUSUZUMA IMIKORERE YA BAMWE MU BAKOZI BA " SECTION" ZA MUSA (MUTUELLE DE SANTÉ)

Kuri iyi ngingo, abagize Komite Nyobozi y'Akarere bahawe ijambo bagaragariza abagize Inama Njyanama dosiye zikubiyemo amabaruwa agaragaza imyitwarire idahwitse y'abakozi 2 ba "Section " ya "Mutuelle de santé " ari bo: Bwana MWIZERERUREMA Sylvestre na Madamu KAMUGUNGE Julienne.

Nyuma yo kugezwaho incamake y'imyitwarire idahwitse Bwana MWIZERERUREMA Sylvestre yagaragaje mu kazi aho yanyereje umutungo w'Ishami ry'ubwisungane mu kwivuza rya Ngara abereye umucungamari (Comptable) mu Murenge wa Mbazi, nyuma kandi yo kugaragarizwa ibyakozwe kuri uyu mukozi harimo kumusaba ibisobanuro ku byamugaragayeho, gusabwa kwisubiraho ntiyikosore, kugezwaho umushinga w' igihano cyo kwirukanwa no kugezwaho umwanzuro wa Komisiyo ishinzwe abakozi ba Leta ukubiye mu ibaruwa

n^0 828/TPL/13 yo ku wa 13/06/2013 yandikiwe Umuyobozi w'Akarere ka Nyamagabe imusaba Kwirukana Bwana MWIZERERUREMA Sylvestre mu bakozi b'Akarere ka Nyamagabe kubera amakosa yamugaragayeho, abagize Inama Njyanama bemeje ku bwumvikane busesuye ko MWIZERERUREMA Sylvestre yirukanwa burundu mu bakozi b'Akarere ka Nyamagabe.

Nyuma kandi yo kugaragarizwa incamake y'imyitwarire idahwitse Madame KAMUGUNGE Julienne yagaragaje aho yakoze mu ishami ry'ubwisungane mu kwivuza rya Kibumbwe ari umucungamari (Comptable), akaba yarataye akazi nyuma yo koherezwa gukorera mu ishami rya Rugege mu Murenge wa Gatare mu ihinduranya ry'abakozi (permutation) b'Amashami y'ubwisungane mu Kwivuza ryabaye ku itariki ya 6/12/2012 ntajyeyo, nyuma kandi yo kugaragarizwa ibyakozwe kuri uyu mukozi harimo kumusaba ibisobanuro ku byamugaragayeho, gusabwa kwisubiraho ntiyikosore, kugezwaho umushinga w' igihano cyo kwirukanwa no kugezwaho umwanzuro wa Komisiyo ishinzwe abakozi ba Leta ukubiye mu

ibaruwa n^0 828/TPL/13 yo ku wa 13/06/2013 yandikiwe Umuyobozi w'Akarere ka Nyamagabe imusaba Kwirukana Madame KAMUGUNGE Julienne mu bakozi b'Akarere ka Nyamagabe kubera amakosa yamugaragayeho, abagize Inama Njyanama bemeje ku bwumvikane busesuye

ko Madame KAMUGUNGE Julienne yirukanwa burundu mu bakozi b'Akarere ka Nyamagabe. Abagize Inama Njyanama kandi bemeje ko amakosa abagaragaraho bayakurikiranwaho n'inzego zibishinzwe.

VI. GUSHYIRA MU BYICIRO IMIHANDA YO MU KARERE.

Kuri iyi ngingo, abagize Komite Nyobozi bagejeje ku bagize Inama Njyanama ibyiciro binyuranye by'imihanda igaragara mu Karere ka Nyamagabe.

Nyuma yo kubyunguranaho ibitekerezo, abagize Inama Njyanama bemeje ku bwumvikane busesuye ko Komite Nyobozi izabarura imihanda igaragara mu Karere ka Nyamagabe ikagena ishyirwa mu Cyiciro cya 1 n'ishyirwa mu cyiciro cya 2 hakurikijwe imiterere yayo.

VII. KUNGURANA IBITEKEREZO KU MADOSIYE Y'ABASABYE UBUTAKA BWO GUKORERAMO.

Kuri iyi ngingo, abagize Komite Nyobozi bagaragarije abagize Inama Njyanama dosiye 3 z'abasabye ubutaka bwo gukoreramo mu Karere ari zo:

1. Ubutaka bwasabwe na UNHCR bwo kubakamo "warehouse" (Ububiko bw'ibikoresho) Gakoma/Ruhinga mu Murenge wa Kibirizi.
2. Ubutaka bwasabwe na MOTHERLAND ku musozi wa Rweru mu Murenge wa Kamegeri.
3. Ubutaka bwasabwe na Rwanda montain Tea (Kintobo, Kagano) mu Murenge wa Kitabi.

Nyuma yo kungurana ibitekerezo kuri iyi ngingo, abagize Inama Njyanama bemeje ku bwumvikane busesuye imyanzuro ikurikira:

- UNHCR yahabwa ubutaka yasabye buri mu mutungo bwite w'Akarere ariko ikazagirana amasezerano n'Akarere ko igihe cyose UNHCR izaba itakihakorera ubutaka buzagaruka mu mutungo bwite w'Akarere.

- Komisiyo y'Iterambere ry'ubukungu iziga ibirebana n'ubutaka bwasabwe na "Rwanda Montain Tea" raporo yayo izasuzumwa mu nama y'Inama Njyanama itaha.

- Gusaba abagize Komite Nyobozi gukora ubuvugizi ku butaka bwasabwe na MOTHERLAND buherereye ku musozi wa Rweru mu Murenge wa Kamegeri kuko abagize Inama Njyanama basanze buri mu mutungo rusange wa Leta no kubahuza n'abaturage bahakorera kuko hari ahasabwe ari ah'abaturage .

VIII. IBINDI.

A) Amakuru ku ihinduranya rya bamwe mu bakozi b'Akarere bakorera ku rwego rw'Umurenge.

Kubera ko hari abakozi bamwe barebwaga n'iyi ngingo, abagize Inama Njyanama bemeje ku bwumvikane busesuye ko abakozi b'Akarere batumiwe mu nama bahezwa mu gihe Inama Njyanama izaba yiga iyi ngingo.

Abagize Komite Nyobozi bagejeje ku bagize Inama Njyanama ibirebana n'iri hinduranya ry'abakozi ryatekerejwe mu nama yahuje Biro y'Inama Njyanama na Komite Nyobozi nk'uko byemejwe mu Nama Njyanama yateranye ku wa 27 Mutarama 2013.

Inama Njyanama yashimye ibyakozwe maze yemeza ku bwumvikane busesuye ihinduranya ry'abakozi bakorera ku rwego rw'Imirenge ku buryo bukurikira:

I .**ABASHINZWE IMIBEREHO MYIZA**

N0	**AMAZINA**	**AHO AVUYE**	**AHO AGIYE**
1	KADAGE Aloys	Musebeya	Buruhukiro
2	INGABIRE Jean de Dieu	Cyanika	Mbazi
3	MPINGA Godfroid	Gasaka	Cyanika
4	TWAGIRAYEZU Daniel	Kamegeri	Gatare
5	SEBARINDA Emmanuel	Kaduha	Kaduha
6	KAMUGIRE Remy	Mbazi	Kamegeri
7	INEZA Liliane	Tare	Tare
8	HABWIMPUNDU Bernadette	Kibilizi	Kitabi
9	KAYISIRE Samson	Uwinkingi	Gasaka
10	HABIMANA Schemssa	Musange	Musange
11	KAYIRANGA Lambert	Buruhukiro	Kibumbwe
12	NKURUNZIZA Bernard	Mushubi	Musebeya
13	MUKAMANA Cecile	Mugano	Mugano
14	HABIMANA Emmanuel	Kibumbwe	Nkomane
15	RWAGASORE Froduard	Nkomane	Kibirizi
16	UWIZEYE Fidele	Kitabi	Uwinkingi
17	**Umurenge wa Mushubi uzashakirwa Afso**		

II.ABASHINZWE UBUHINZI

N0	AMAZINA	AHO AVUYE	AHO AGIYE
1	BAKUNDUKIZE Xavier	Buruhukiro	Buruhukiro
2	MUNYANEZA Olivier	Cyanika	Cyanika
3	BAYINGANA Come	Gatare	Gasaka
4	NSENGIYAREMYE Venuste	Gasaka	Gatare
5	NYIRAHABIMANA Chantal	Kamegeri	Kamegeri
6	NDUWIMANA Eric	Kitabi	Kibilizi
7	SIBOMANA Fiacre	Uwinkingi	Kitabi
8	GASHEMA Second Valens	Mbazi	Mbazi
9	NSHIMIYIMANA Etienne	MUSANGE	MUSANGE
10	NGANGO Marc	Tare	Mushubi
11	HABUFITE Thomas	Mushubi	Kibumbwe
12	DUSINGIZEYEZU Valentin	Kibumbwe	Mugano
13	NKUNDABARAMYE Froduard	Nkomane	Nkomane
14	KAGOYIRE Chantal	Kibilizi	Tare
15	HAKIZIMANA Damascene	Mugano	Uwinkingi
16	RYUMUGABE Sam	Nouveau	-
17	**Umurenge wa Kaduha uzashakirwa Agronome**		

III.ABASHINZWE IRANGAMIMERERE

N0	AMAZINA	AHO AVUYE	AHO AGIYE
1	NGURINZIRA NTWALI Laurien	Kibilizi	Buruhukiro
2	DEDERI Jeanette	Kitabi	Cyanika
3	MBERA Rivuze	Gasaka	Gasaka

4	NDAGIJIMANA Lambert	Buruhukiro	Gatare
5	KAREMERA Thacien	Kaduha	Kaduha
6	UWIMANA Alphonsine	Kamegeri	Kibilizi
7	NIYONSABA Emelyne	Uwinkingi	Kitabi
8	RUGARUKIRWA Alex	Mugano	Mbazi
9	RUGAZURA Philippe	Musebeya	Mushubi
10	KAYIHURA Faustin	Mushubi	Musange
11	MUJYAMBERE Richard	Nkomane	Kibumbwe
12	RUGARUKIRA Patrick	Musange	Musebeya
13	KAMANZI Viateur	Gatare	Mugano
14	BIZIMANA Jean Paul	Kibumbwe	Nkomane
15	KALIMBA Chance	Mbazi	Tare
16	UWIMANA Clementine	Tare	Uwinkingi
17	HABIYAMBERE Thaddee	Cyanika	Kamegeri

IV.CUSTOMER CARE

N0	**AMAZINA**	**AHO AVUYE**	**AHO AGIYE**
1	NYIRANSANZIMANA Christine	Nkomane	Buruhukiro
2	UWIMANA Sandrine	Tare	Cyanika
3	UMURERWA Chantal	Gasaka	Gasaka
4	NIRAGIRE Judith	Gatare	Gatare
5	VUGUZIGA Charlotte	Buruhukiro	Kaduha
6	GAHONGAYIRE Leoncie	Mugano	Kamegeri
7	BUNANI Innocent	Musange	Kibilizi
8	HAGABIMANA JMV	Kitabi	Kitabi
9	SEBAKIGA Leodomir	Uwinkingi	Uwinkingi
10	UWIMBABAZI Yvonne	Kibilizi	Musange
11	MUNYESHEMA Venuste	Mbazi	Kibumbwe
12	HABIMANA Theoneste	Mushubi	Mushubi
13	MUKASINE Colette	Kaduha	Musebeya
14	MUKANSENGUMUKIZA Epiphanie	Musebeya	Mugano
15	MUKAMUVUNYI Jeanne d'Arc	Cyanika	Tare
16	MANIRARORA Eldad	Kibumbwe	Mbazi
17	**Umurenge wa Nkomane uzashakirwa Customer Care**		

V.**SECTOR EXECUTIF SECRETARIES**

N0	**AMAZINA**	**UMURENGE AVUYEMO**	**UMURENGE AGIYEMO**
1	BAYIRINGIRE Jean	Tare	Gasaka
2	GASANA Richard	Gasaka	Tare

B) Abagize Inama Njyanama bemeje ku bwumvikane busesuye ikiruhuko cy'umwaka wa 2013 cyasabwe n'Umuyobozi w'Akarere wungirije ushinzwe Imibereho Myiza y'Abaturage Bwana BYIRINGIRO Emile kizatangira tariki ya 15 Ukwakira kikazarangira tariki ya 13 Ugushyingo 2013 nk'uko yabisabye mu ibaruwa yandikiye Umuyobozi w'Inama Njyanama ku wa 23 Kanama 2013.

Inama yatangije imirimo yayo saa tanu z'amanywa (11h) iyisoza saa kumi n'imwe n'iminota icumi z'umugoroba (17h10).

Umwanditsi w'inama **Umuyobozi w'inama**

AYINKAMIYE Donatille
Umunyamabanga w'Inama Njyanama
y'Akarere ka Nyamagabe

ZINARIZIMA Diogène
Umuyobozi w'Inama Njyanama
y'Akarere ka Nyamagabe