

AMAZESERANO Y'UMURIMO

Hagati ya:

VOLCANO LTD, ifite icyicaro i **NYARUGENGE**, Umujyi wa **KIGALI**, ihagarariwe na Bwana **NIZEYIMANA Olivier** Umuyobozi Mukuru wayo akaba "**UMUKORESHA**", na

Bwana **Rwakayizire Aimable** wavukiye Huye tariki **25/05/1961** mwene

Rwakazire Gérard na **G.Julienne** ufite irangamuntu

N^o1196180000930058 yatangiwe **Nyarugenge/Rwezamenyo** utuye mu kagari ka

Mumena umudugudu wa **Kagarama1** umurenge wa **Mumena** akarere ka

Nyarugenge Intara Y'umujyi wa **Kigali** wanditse mu isanduku y'ubwiteganyirize

bw'abakozi kuri Numero **10172730** akaba "**UMUKOZI**,"

Twemeranyije ingingo zikurikira:

♦ Ingingo ya mbere: impamvu ya masezerano n'igihe amasezerano azamara.

- Aya masezerano ararebana n'umurimo wa **Chauffeur** muri **VOLCANO LTD**, akaba akozwe kumara igihe **Kitazwi**

♦ Ingingo ya Kabiri: Ibihembo namashimwe.

Impande zombi zumvikanye umushahara w'amamafaranga **115.000** frw Atangwa buri kwezi hatarimo imisanzu y'ubwiteganyirize bw'abakozi, imisoro ku bihembo n'indi misanzu inyuranye n'imisoro inyuranye hakurikijwe amategeko agenga umurimo mu Rwanda.

❖ Ingingo ya Gatatu: Inshingano z'umukozi

- Umukozi yiyemeje gukora ibyo umukoresha yamushinze bivugwa mu ngingo ya mbere no mu yandi mabwiriza n'amategeko y'umwihariko agenga **VOLCANO LTD** umukozi asabwa gusoma no gusobanukirwa.
- Kubahiriza amasaha y'akazi yumvikanyeho n'umukoresha
- Gushyira imbere inyungu z'akazi ka **VOLCANO LTD**, ntakore cyangwa se ngo atangaze icyabangamira izo nyungu;
- Kudasiba akazi nta ruhushya no kurusaba byibura iminsi ibiri mbere y'uko azasiba akazi igihe kirengeje amasaha 24 kugira ngo hafatwe ingamba zituma akazi kadahungabana .
- Kumenyesha ubuyobozi bwa **VOLCANO LTD** buri gihe cyose utari ku kazi ushinzwe ugasobanura n'impamvu n'igihe uri bugarukire kugira ngo kadahungabana;
- Kubaha abayobozi ba **VOLCANO LTD** no gukurikiza amabwiriza baguhaye kimwe no kubahana n'abandi bakozi bose bakorera **VOLCANO LTD**.
- Kubaha abakiliya no kubakira vuba kandi neza ubereka urukundo n'ikinyabupfura. Kwirinda kuvuga nabi igihe cyose n'intonganya mu kazi.
- Kugira isuku no kubahiriza gahunda iba iriho mu kazi.

❖ **Ingingo ya kane: inshingano z'umukoresha**

Umukoresha yiyemeje:

- Gukurikiza amategeko agenga umurimo ariho mu gihugu n'ibiranga Amabwiriza yihariye agenga umurimo muri **VOLCANO LTD**.

- Kwishyurira ku gihe umushahara w'ukwezi yumvikanye n'umukozi ungana n'amafaranga ~~135.000f.w~~ hongeweho ibindi biteganywa n'amategeko y'igihugu n'agenga abakozi kimwe n'ibiteganywa n'amategeko yihariye agenga abakozi b'ikigo cya **VOLCANO LTD**.
- Gutanga imisanzu y'ubwiteganyirize bw'abakozi y'u Rwanda
- Kugenera umukozi ikiruhuko giteganyijwe n'amategeko y'umurimo mu Rwanda
- Kongera umushahara w'abakozi ho 4% ku mushahara fatizo buri mwaka

❖ **Ingingo ya gatanu: aho akazi gakorerwa**

Akazi gakorerwa aho ariho hose bitewe n'imiterere yako. Ariko igihe kakorewe aho kadasanzwe gakorerwa, umukozi yoroherezwa mu rugendo kimwe n'icumbi mu gihe kamusabye kurara.

❖ **Ingingo ya Gatandatu: Inyungu z'imibereho myiza:**

Buri mukozi wa **VOLCANO LTD** yemerewe kuvuzwa n'umuryango we.

❖ **Ingingo ya Karindwi : Ibyerekeranye n'imyitwarire y'abakozi:**

Mu rwego rw'aya masezerano abayagiranye bemeranyijwe ko hashobora kubaho ibihano bya discipline birimo gucyahwa, gukatwa umushahara no kwirukanwa mu gihe byaba bikabije;

Ashobora guhagarikwa nta nteguza itanzwe mu gihe habayeho ikosa rikomeye nkuko bizaba byemejwe n'ubuyobozi bwa **VOLCANO LTD**. Umukozi na none asabwa kumurikira umukoresha ibikoresho yakoreshegaga

(urugero:nkimodoka ku bashoferi) mbere yo kugenda. Iyo iryo kosa ryateye uburyozwacyaha mu butabera umukozi abazwa amakosa yakoze biturutse mu burangare bwe ariko ibyatewe n'impanuka isanzwe ntabikurikiranwaho n'umukoresha.

❖ **Ingingo ya Munani:uburyo bwo guhindura, no kuvugurura aya masezerano:**

Iyo inzego zigiranye aya masezerano zitabyemeranyijeho ukundi, aya masezerano asubirwamo buri mwaka hakurikijwe ubwumvikane bw'abayagiranye. Nyamara ibi ntibibuzza ko abayagiranye bashobora gutegura ikindi gihe cyo guhura ngo bayasubiremo uwabisabye mbere asabwa gusa kubimenyesha undi mu gihe cy'iminsi 15 iyo umukozi atagejeje ku myaka itanu y'uburambe, naho iyo ayigejejeho icyo gihe kiba ukwezi cyangwa iminsi 30.

❖ **Ingingo ya cyenda : gukemura amakimbirane**

Mu bihe bisanzwe aya masezerano ashobora guseswa igihe impande ziyagiranye zibyumvikanyeho hubahirijwe integuza y'iminsi 15 cyangwa 30 bitewe n'uburambe bw'umukozi.

Nyamara mu gihe habayeho ikosa rikomeye aya masezerano ashobora guseswa nta nteguza itanzwe.

Ashobora kandi guseswa bitewe n'ibihe bidasanzwe kimwe n'ibiza. Iyo asheshwe muri icyo gihe nta buryozwe uruhande runaka rwakurikirwanwaho.

❖ **Ingingo ya cumi : gukemura amakimbirane**

Mu gihe impande zombi zigiranye aya masezerano zitabashishije kuyubahiriza,ibibazo bivutse bikemurwa mu bwumvikane,iyo byanze hitabazwa inkiko zibifitiye ububasha(court competente).

❖ **Ingingo ya cumi na rimwe** : ingingo z'agateganyo n'izisoza

Ku bidateganyijwe muri aya masezerano; abayagiranye bagendera ku mategeko agenga umurimo akurikizwa mu gihugu.

Bikorewe I KIGALI, kuwa 16/04 /2010

N.B : Aya masezerano akozwe mu nyandiko z'umwimerere ebyili (2) buri ruhande VOLCANO LTD ,Ihagarariwe n'Umuyobozi Mukuru

NIZEYIMANA Olivier

Rwakayizire Aimable



UMUKORESHA

UMUKOZI

