

### AMASEZERANO Y'AKAZI K'UBUSHOHERI

Aya masezerano y'umurimo akozwe hagati ya Company ya ZEBRE Car express, wiswe **umukoresha** ihagarariwe na HITAYEZU Emmanuel ifite ikicaro mu karere ka RUSIZI, umurenge wa KAMEMBE, Tel +250788212304 Email : zebrecarexpress@gmail.com

na

Bwana Mr. MATESO Martin ..... wiswe **umukozi** mwene  
NTATTO MUKUYE Yekoste na ..... NXIRARAZARI Esipu Utuye mu Mudugudu wa  
RXARITANA Akagari GITHINGA umurenge RANRE Akarere  
KAMONYI Intara/umujyi AMAJYE ID M98580068767091  
..... Categorie B.D ..... Tel : 0788857874-3 ..... ingaragu /washakanye  
na MUTNYI MAMA Louise

#### Ingingo ya mbere: imiterere n'igihe by'aya masezerano

Bwana Mateso Martin ..... umukozi ushinzwe gutwara imodoka (chauffeur) mu byerekezo RUSIZI-KARONGI-MUHANGA-KIGALI (kugenda no kugaruka) ndetse n'ahandi yakoherezwa n'umukoresha . Aya masezerano ni ay'igihe kizwi: azamara amezi atatu (3).

#### Ingingo ya kabiri: Inshingano z'umukozi

-Kwakira no gutwara neza abagenzi bishyuye kandi bafite ticket no kubasiga ku byapa basigaraho nk'uko bigaragara kuri manifeste no kugeza couriers yahawe ahabugenewe

-Gufata neza imodoka yahawe, kutarenza umuvuduko, kurinda no gukumira impanuka no kugenzura neza ko speed governor ikora neza kandi iriho no gutanga rapport yihuse ku gihe mu gihe imodoka igize ikibazo ,akanamenya neza ige imodoka igomba kumenerwa amavuta ku gihe no kugenzura ko imodoka ifite isuku.

-Kutavana imodoka mu cyerekezo cyivugwa mu ngingo ya mbere ,cyereka yabiherewe uruhushya n'umukoresha.

-Kubaha inzego za Leta , ikinyabupfura n'imibanire myiza n'inzego nka Police, RURA, inzego zishinzwe kurwanya ibiyobyabwenge.....

✓

-Kugira isuku no kwambara neza mu guhesha icyubahiro company akorera no kwambara umwenda w'akazi na baje y'ikarita y'akazi.

-kumvira no kubahiriza amabwiriza y'umukoresha

-Mbere yo guhaguruka chaffeur agomba kugenzura ko imodoka ifite ibyangombwa byose (autorisation de transport, assurance, carte jaune, triangle, injeki, kizimywoto,...) , kumenya ko amatara akora neza, amapine afite imyuka

-Gukurikirana no kumenya ingano y'amavuta (mazout/ essence) imodoka yanyoye kuri stations no kumenya ko yanditswe mu bitabo byabugenewe .

-Kubahiriza no gushyira mu bikorwa amabwiriza ahawe n'umukoresha, kurengera inyungu z'akazi mu guharanira kuzamura umusaruro harimo no gufata neza ibikoresho yahawe

-Kugerera ku gihe ku kazi no Kubahiriza amasaha y'akazi

-Kumenyakanisha impanuka yabazye mu kigo cy'ubwishingizi no gutanga amakuru yuko impanuka yagenze n'icyayiteye

### **Ingingo ya 3: Inshingano z'umukoresha**

Umukoresha afite inshingano zikurikira:

- ✓ Kwishyura ibyangombwa byose bikenewe ku modoka.
- ✓ Gutanga umwambaro na baji y'ikarika y'akazi k'umukozi.
- ✓ Kwishyura umushahara wumvikanyweho n'impande zombi.
- ✓ Kwishyura amafranga y'ubwiteganyirize bw'abakozi muri RSSB.
- ✓ Gutanga ikiruhuko ku mukozi.

### **Ingingo ya 4: umushahara**

Impande zombi zumvikanye ko umukozi azajya ahembwa umushahara ungana mbumbe (gloss salary) ungana na .....(mu mibare) hanyuma umukozi agahabwa umushahara usanzwe (net salary) ungana na.....(mu mibare), ukazajya unyuzwa kuri konti, iri muri banki ya.....BX.....

10000 42 22 452

BX

### Ingingo ya 5: Ikiruhuko

Ku bijyanye n'ikiruhuko buri mukozi wa zebre car express yemerewe ikiruhuko cy'umunsi umwe mu cyumweru akabikora abimenyesha umuyobozi umushinzwe(CHAROI), bakumvikana umwanya mwiza wo gufata icyo kiruhuko ku buryo bitabangamira imigendekere myiza y'akazi ka zebre car express.

### Ingingo ya 6 : Gusesa aya masezerano

Aya masezerano ashobora guseswa ku mpamvu zikurikira :

Umukozi ataye akazi cyangwa atubahiriza amasaha y'akazi,, Umukozi agaragaje ubushoboz buke, Umukozi agaragaje imiyitwarire itajyanye n'umurimo we (kwiba ibikoresho, ubusinzi, kutubaha amabwiriza y'umukoresha ndetse n'amabwiriza y'abakozi bakora kuri agencies KIGALI na RUSIZI...), umukozi yitabye Imana cyangwa se mu gihe habaye ikosa rikomeye riteganya n'iteka rya minister w'umurimo riteganya amakoza akomeye mu kazi nkuko avugwa mu ngingo ya 7 y'aya masezerano.

### Ingingo ya 7: Integuza ku iseswa ry'aya masezerano

Igihe umukozi ashatse guhagarika akazi, atanga igihe cy'iminsi cumi n'itanu (15jrs) cy'integuza mbere yo kureka akazi yahawe, akabikora mu nyandiko yohererezwa umuyobozi wa Company ya ZEBRE Car express.

Mu gihe umukoresha ahisemo gusesa aya masezerano nawe agomba gutanga ibaruwa ihagarika umukozi iminsi itanu (5jrs). Nyuma y'aho akaba aribwo amumenyesha umwanzuro wo gusesa ayo amasezerano.

Ariko umukozi nakora amakosa akurikira azirukanwa nta nteguza n 'amasezerano y'umurimo azahita aseswa ako kanya nta yindi nkurikizi :

**ubujura; uburiganya; kurwanira ku kazi; kunywera ibinyobwa bisindisha mu kazi; kuba uri ku ku kazi wasinze cyangwa wanyoye ibiyobyabwenge; gukora inyandiko mpimbano; ivangura iryu ari ryo ryose ku kazi; guhoza undi ku nkeke bifitanye isano n'imibonano mpuzabitsina; gusaba, gutanga cyangwa kwakira ruswa cyangwa indonke; kunyereza umutungo; kubona cyangwa gutanga mu buryo butemewe amakuru y'akazi y'ibanga; imiyitwarire ishobora gushyira mu kaga ubuzima n'umutekano by'abandi ku kazi; ihotro rishingiye ku gitsina mu kazi; guhagarika imirimo mu buryo budakurikije amategeko; kwangiza ibikoresho by'akazi ku bushake.**

### Ingingo ya 8: Amasaha y'akazi

Umukozi yubahiriza amasaha y'akazi hakurikijwe ingengabihe (Horaire/timetable) yakozwe n'ubishinzwe muri Company ya ZEBRE Car express kandi akanakurikirana ko yahawe ikeruko cy'umunsi umwe (1) mu cyumweru. Umukozi ashobora gukora ku manywa cyangwa n'ijoro bitewe n'ingengabihe yashyizweho .

### **Ingingo ya 9: kwishyura amende ya traffic police**

Company ya ZEBRE Car express yishingira kandi ikanishyura amende yandikiwe imodoka biturututse ku makosa yayo, naho amende yatewe n'umushoferi (umukozi) ku gitи cye nko kurenza umuvuduko, gucomora speed governor, kutubagiriza ibimenyetso n'ibyapa byabugenewe, guhagarara ahatemewe,... Umukozi niwe uzajya ayishyura.

### **Ingingo ya 10: Gukemura impaka**

Igihe amasezerano atubahirijwe na rumwe mu mpande ziyagiranye; amakimbirane akemuka k' ubwumvikane, byananirana hakifashishwa itegeko rigenga umurimo mu Rwanda cyangwa hakitabazwa inkiko zibifitiye ububasha.

### **Ingingo ya 11: Iyubahirizwa ry'amasezerano**

Amasezerano atangira gukurikizwa igithe impande zombi ziyashyiriye umukono kandi aya masezerano atesha agaciro andi yose yayabanjirije umukozi afitanye na Company ya ZEBRE Car express.

### **Ingingo ya 12. Ingingo zisoza**

Ibitavuzwe muri aya masezerano bizubahirizwa hakurikijwe ibyo itegeko rigenga umurimo mu Rwanda riteganya.

Bikorewe i RUSIZI, kuwa 11/11/2024

**Chauffeur**

**Company ya ZEBRE Car express Ihagarariwe na**

**HITAYEZU Emmanuel**

