



**B.P :5320**

**KIGALI**

**Tel : 07 88 53 58 54**

**TIN : 103330237**

### **AMASEZERANO Y'UMURIMO AVUGURUYE**

Hashingiwe ku itegeko rigenga umurimo mu Rwanda No 66/2018 ryo kuwa 30/08/2018;  
Hashingiwe ku iteka rya Minisitiri no 05 ryokuwa 13/07/2010 rigena iby'ingenzi bikubiye mu masezerano y'akazi yanditse n'ibyo kuyubahiriza ,  
amasezerano y'umurimo hagati ya DIFFERENT EXPRESS LTD ihagararariwe na Bwana RUSIBANA ALPHONSE (Umuyobozi Mukuru) muri aya masezerano yitwa "Umukoresha" ku ruhande rumwe, na Bwana NIYODUSENGA JEAN NEPOMSCENE mwene HABYARIMANA ILDEPHONSE na NTAKABONYE DATIVES utuye mu mudugudu wa AKUMUYANGE Akagali ka KARURUMA Umurengene wa GATSATA Akarere ka GASABO .Intara/ AMUJYI WA KIGALI Ufite irangamuntu N° 1199580112874000 yatangiwe RULINDO /NTARABANA uruhushya rwo gutwara imodoka no 1199580112874210 ufile Telephone no° 0788545714 INGARAGÜ , muri aya masezerano witwa "Umukozi" ku rundi ruhande;

Humvikanywe ibi bikurikira:

#### **INGINGO YA 1: IGIHE AMASEZERANO AZAMARA**

- Umukozi ahawe akazi muri DIFFERENT Express Ltd ku mwanya wa Shoferi
- Aya maseserano azamara igithe KITAZWI
- Icyakora aya masezerano ashobora guseswa n'uruhande rubifitemo inyungu igithe amasezerano arangiye nta nteguza

#### **INGINGO YA 3: GUSESZA AMASEZERANO NTA NTEGUZA**

Ayamasezerano ashobora guseswa igithe icyo aricyo cyose nta nteguza igithe habayeho impamvu zikurikira zifatwa nk'ikosa rikomeye:

- Gutwara imodoka wanyoye ibisindisha
- Gutwara umugenzi udafite ticket cyangwa utakojeje ikarita ku cyuma cyishyuza.
- Gucomora nkana akagabanyamuvuduko(speedgovnor)
- Guteza imodoka impanuka ari wowe nyirabayazana
- Guteza ikigo ighombo biturutse ku burangare cyangwa ku mikorere mibi
- Gukodesha imodoka ku gitit cyawewe umukoresha atabitangiye uburenganzira
- Kutagaragaza ko imodoka ifite ikibazo cyatuma ihagarara gukora kandi ubiziko bihombya ikigo
- Kurenza umubare w'abagenzi bemerewe kugendera mu modoka(gutendeka)
- Gusiba akazi ari nta mpamvu yatanzwe
- Gutwara magendo

- Gutwara inyama n'amata .
- Kurwana mukazi

#### **INGINGO YA 4: INSHINGANO Z'UMUKOZI (UMUSHOFERI)**

- Kwakira no gutwara neza abagenzi no kubasiga mu byapa byabugenewe
- Kubahiriza guhagurukira ku gihe cyagenwe n'ubayobozi bwa DIFFERENT Express Ltd
- Kuirinda icyahungabanya umutekano w'abagenzi, kuirinda amakimbirane mu kazi, kwitabira akazi ku gihe no kurengera inyungu za Company
- Kugira uruhare mukurinda no gukumira impanuka
- Kugenzurako Speed Governor ikoraneza no gutanga raporo mu gihe igize ikibazo
- Gutwara abagenzi bishuye mu buryo bwa bigenewe
- Gukorera kuri ligne yahawe cyangwa ahandi hose yategetswe n'abamukoresha gusa
- Kugira imikoranire myiza n'inzezo zifite uruhare mu bugenzuzi bwa Transport mu Rwanda
- Kugira isuku ku mubiri no kwambara umwenda w'akazi mu gihe wagenwe Gukurikirana ko imashini ikoreshwa mu kwishyuza abagenzi ikoraneza no gutanga raporo kubabishinzwe mu gihe igize ikibazo
- Gufata neza imodoka yahawe gukoresha mu kazi ka burimunsi
- Gutanga raporo kubabishinzwe mu gihe imodoka igize ikibazo kugirango ikoreshwe ku gihe
- Gukurikirana ko imodoka imenerwa amavuta ku gihe(vidange) kugenzura ko imodoka ifite ibyangombwa byose mbere yogutangira akazi no kumenyekanisha ibitura kubabishinzwe
- Kumenya ubuzima bw'imodoka atwaye muri rusange no kubimenyesha ubuyobozi mu gihe hari ikibura
- Gukora neza ubwe akazi yahawe n'umukoresha we nk'ukobiri muri aya masezerano,
- Kumvira amabwiriza ahawe n'umukoresha we cyangwa umuhagarariye no gukurikiza amategeko ya company cyangwa ay'ahandi hantu Company yamutumye gukorera
- Gufata neza imodoka yahawe n'ibyangombwa byayo ndetsen'ibikoresho byo kumufasha kuzuza inshinganoze nk'aho aribyo. Kugira ibanga ry'akazi kabone n'aho yaba atagikoreramuri DIFFERENT Express Ltd
- Kugira umuco wo kubungabunga umutekano we n' uw' abandibose, kwiyubaha no kubaha abandi
- Kuriha Ibyangiritse cyangwa ibyabuze ku modoka kubera uburangare bw'umushoferi uyishinzwe
- Umushoferi yiyeje kuzirengera ibihano biturutse kukutubahariza amategeko cyangwa amabwiriza atangwa n'inzezo zifite Transport mu nshinganozayo

#### **INGINGO YA 5: INSHINGANO Z'UMUKORESHA**

- Guha umukozi akazi basezeranye
- Guhemba umukozi umushahara bumvikanye kandi kugihe
- Kwishingira ikurikizwa ry' amasezerano yakozwe mu izina rye
- Kuyobora umukozi kandi agakora ibishoboka byose kugirango akazi gakorerwe ahantu hameze neza hubahirije ibijyanye n'ubuzima n'umutekano mu kazi

Y

Amis

- Kubahiriza ibirebana n' amategeko byose hatirengagijwe kubungabunga ubuzima n' umutekano w' umukozi
- Gushyira umukozi mu bwitegenyirize bw'abakozi .
- Guhugura umukozi no gukomeza kumwongerera ubushobozi mu kazi
- Guha umukozi ibikoresho bimufasha mu kazi
- Kumenyesha umugenzi w'umurimo impanuka cyangwa urupfu by'umukozi mu gihe bikomoka mu kazi akora

#### **INGINGO YA 6: IBYEREKEYE UMUSHAHARA**

- Umukozi n'umukoresha bumvikanyeko umushahara uzajyawishyurwa buri kwezi
- Umukozi atanga numero ya konti umushahara we uzaja unyuzwaho ifunguwe muri banki yihitiyemo
- Umushahara w'ubushoferi ungana n'amafaranga ibihumbi Ijana na cumi na Bitanu (115,000Frw)buri kwezi hatabariwemo amafaranga y'ubwitegenyirize bw'abakozi (RSSB), umusoro ku mushahara(TPR).

#### **INGINGO YA 7: AMASAHAYAKAZI**

- Amasaha y'akazi agengwa n'imiterere y'akazi ariko hubahirijwe itegeko rigenga umurimo mu Rwanda

#### **INGINGO YA 8: IBIJYANYE N' IBIRUHUKO**

- Buri cyumweru umukozi yemerewe ikeruhuko cy' amasaha makumyabiri n' ane(24)
- Umukozi ahabwa ibiruhuko by'ingoboka hashingiye kubyo amategeko ateganya igihe yagize ibyiza cyangwa ibyago.
- Umukozi wifusa kujya mu kiruhuko abisaba umukoresha mu nyandiko nawe akamusubiza akoresheje inyandik

#### **INGINGO YA 10: GUKE MURA AMAKIMBIRANE.**

- Impaka zose zavuka mu ishyirwa mu bikorwa ry'aya masezerano zibanza gukemurwa mu bwumvikane bw'impande zombi (umukozi n'umukoresha ), iyo bidashobotse hakifashishwa inzira ziteganyijwe n'amategeko, uruhande bireba rushyikiriza ikibazo Ubugenzizi bw'umurimo mu Karere Umukoresha yanditsemo, cyangwa se aho amasezerano yakorewe kugirango nawe ageageze gukemura mu bwumvikane.
- Mu gihe kumvikana binaniranye burundi uruhande bireba rubishyikiriza inkiko zibifitiye ububasha

#### **INGINGO YA 11 : INGINGO ZISOZA**

- Ibindi bitavuzwe muri aya masezerano y'akazi hazagenderwa kubitegaywa n'itegeko rigenga umurimo mu Rwanda, kumabwiriza no kumategeko ngengamikorere y'ikigo DIFFERENT Express Ltd

*Amur S*

*Y*

**INGINGO YA 12: ISHYIRWA MU BIKORWA RY'AYA MASEZERANO**

Aya masezerano atangiye kubahirizwa ku munsi ashiriweho umukono n'impande zombi.

Bikorewe iKigali, kuwa 07/09/2024

**UMUKORESHA**

Mu izina rya DIFFERENT EXPRESS Ltd

**RUSIBANA ALPHONSE**

Umuyobozi Mukuru



**UMUKOZI**

NIYODUSENGA.JEAN NEPOMSCENE