



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 DATIVE utuye mu mudugudu wa AKUMUYANGE Akagali ka KARURUMA Umurenge wa GATSATA Akarere ka GASABO .Intara/ AMUJYI WA KIGALI Ufite irangamuntu N° 1199580112874000 yatangiwe RULINDO /NTARABANA uruhushya rwo gutwara imodoka no 1199580112874210 ufite Telephone no° 0788545714 INGARAGU , 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 masezerano azamara igihe KITAZWI
- icyakora aya masezerano ashobora guseswa n'uruhande rubifitemo inyungu igihe amasezerano arangiye nta nteguza

INGINGO YA 3: GUSESA AMASEZERANO NTA NTEGUZA

Ayamasezerano ashobora guseswa igihe icyo aricyo cyose nta nteguza igihe 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 igihombo biturutse ku burangare cyangwa ku mikorere mibi
- Gukodesha imodoka ku giti cyawe 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 yatanze
- 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
- Kwirinda icyahungabanya umutekano w'abagenzi, kwirinda 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 bishyuye mu buryo bwa bigenewe
- Gukorera kuri ligne yahawe cyangwa ahandi hose yategetswe n'abamukoresha gusa
- Kugira imikoranire myiza n'inzego zifite uruhare mu bugenzuzi bwa Transport mu Rwanda
- Kugira isuku ku mubiri no kwambara umwenda w'akazi mu gihe wagenwe Gukurikirana ko imashini ikoreshe mu kwishyura 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 ikoreshe ku gihe
- Gukurikirana ko imodoka imenerwa amavuta ku gihe(vidange) kugenzura ko imodoka ifite ibyangombwa byose mbere yogutangira akazi no kumenyekanisha ibibura 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'ibikoreshe byo kumufasha kuzuza inshinganoze nk'aho aribye. 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 yiyemeje kuzirengera ibihano biturutse kukutubahariza amategeko cyangwa amabwiriza atangwa n'inzego zifite Transport mu nshinganozayo

INGINGO YA 5: INSHINGANO Z'UMUKORESHA

- Guha umukozi akazi basezeranye
- Guhamba 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

- 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
- Kumenyeshya umugenzuzi 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 nomero ya konti umushahara we uzajya 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: AMASAHA Y'AKAZI

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

INGINGO YA 10: GUKEMURA 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 Ubugenzuzi bw'umurimo mu Karere Umukoresha yanditsemo, cyangwa se aho amasezerano yakorewe kugirango nawe agerageze gukemura mu bwumvikane.
- Mu gihe kumvikana binaniranye burundu 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

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INGINGO YA 12: ISHYIRWA MU BIKORWA RY'AYA MASEZERANO

Aya masezerano atangiye kubahirizwa ku munsu ashyiriweho 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

A handwritten signature in blue ink, likely belonging to Niyodusenga Jean Nepomscene.