

-Kumvira no kubahiriza amabwizaya umukoresha
umwenda w'akazi na base y'ikarita y'akazi.
-Kugira isiku no kwambara neza mu gubehesa icyubahiro company akoreru no kwambara
inzege zishinwe kurwanaya ibiyobya bwenge.....
-Kuba ha inzege za Letta , ikimayabupfura n'imibaniire myiza n'inzege nka Police, RURA,
uruhusya n'umukoresha.
-Kutavana imodoka mu cyerekizo cyivugwa mu ngingo ya mber , cyerekha yabiherewe
ku gibile no kugeenzura ko imodoka ifite isiku.
mu gibile imodoka igize ikibazo ,akannamenya neza igibile imodoka igomba kumerewa mavuta
kugeenzura neza ko speed governor ikora neza kandi itiho no gatanga rapport yihuse ku gibile
Gufata neza imodoka yahave, kutarenza umvuduko, kurinda no gukumira impanuka no
basigaraho nk'uko bigaragara kuri manifeste no kugeenza couriers yahave shabugence
-Kwakira no gutura neza abagensi bishuyue kandi batte ticket no kubasiiga ku byappa
ku gibile no kugeenzura ko imodoka ifite isiku.

Inzege ya kabiri: Inshimano z'umukoz

amezi atatu (3).
ndeteze n'ahandi yakoherezwa n'umukoresha . Ayu maszerano ni ay'igibile kizwi: azamara
(chaffeur) mu byerekizo RUSIZI-KARONGI-MUHANGA-KIGALI (kugenda no kugarlaka)
Bwana **MR. NAMWIMANA EULIA** umukoz i ushinzwe gutura imodoka
murengge.....
Bwana **MR. NAMWIMANA EULIA**..... wiswe umukoz i , Utu ye mu
murengge.....
Bwana **MR. NAMWIMANA EULIA**..... Akaree **124621**..... Intara/umujyi.....

Inzege ya mber: imiterere n'igibile b'ava maszerano

Bwana **MR. NAMWIMANA EULIA**..... wiswe umukoz i , Utu ye mu
murengge wa KAMEMBE, Tel +250788212304 Email : zebrecarexpress@gmail.com
umukoresha ihagararive na HITAYEZU Emmanuel ifite ikicaro mu karere ka RUSIZI,
Ayu maszerano y'umurimo akozwe hagehi ya Company ya ZEBRE Car express, wiswe
murengge wa KAMEMBE, Tel +250788212304 Email : zebrecarexpress@gmail.com

-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 ikeruhuko ku mukozi.

Ingingo ya 4: umushahara

Impande zombi zumvikanye ko umukozi azajya ahembwa umushahara ungana mbumbe (gloss salary) ungana na 1.00.000(mu mibare) hanyuma umukozi agahabwa umushahara usanzwe (net salary) ungana na..... 94000(mu mibare), ukazajya unyuzwa kuri konti 401.2.1.007.352 iri muri banki ya Equity Bank
64

Ingingo ya 5: Ikeruhuko

Ku bijyanye n'ikeruhuko buri mukozi wa zebre car express yemerewe ikeruhuko 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 mpamu zikurikira :

Umukozi ataye akazi cyangwa atubahiriza amasaha y'akazi,, Umukozi agaragaje ubushobozi buke, Umukozi agaragaje imyitwarire 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 riteganywa n'iteka rya minister w'umurimo riteganywa 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 ige cy'iminsi cumi n'itanu (15hrs) cy'integuza mbere yo kureka akazi yahawe, akabikora mu nyandiko yoherezwa 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 nkrikizi :

ubujura; uburiganya; kurwanira ku kazi; kunywera ibinyobwa bisindisha mu kazi; kuba uri ku ku kazi wasinze cyangwa wanyoye ibiyobyabwenge; gukora inyandiko mpimbano; ivangura iryo 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; imyitwarire ishobora gushyira mu kaga ubuzima n'umutekano by'abandi ku kazi; ihotera 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 ikiruko 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 gitii 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 igihe 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 21/01/2025

Chauffeur

Company ya ZEBRE Car express Ihagarariwe na

HITAYEZU Emmanuel

