

MUHANGA TECHNICAL CENTER(MTC)

INTARA Y'AMAJYEPHO

AKARERE KA MUHANGA

UMURENGE WA NYAMABUYE

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Muhanga, ku wa 03/01/2025

Madamu, Uwingabiye Nadine

**IMPAMVU:** Kwemererwa akazi,

Madamu Uwingabiye Nadine ,

Nshingiye ku ibaruwa wanditse usaba akazi k'ubwarimu mu ishuri ryisumbuye rya MUHANGA TECHNICAL CENTER (MTC), nejejwe no kukumenyesha ko wemerewe ako kazi bityo ukaba usabwa kuza gutangira ako kazi kandi ukhutira kuzuza dossier ukayigeza mu bunyamabanga bw'ishuri.

Ugire amahoro.

Umuyobozi w'ishuri MTC imbere y'amategeko

DUSHIMIMANA EMMANUEL



REPUBULIKA Y'URWANDA  
INTARAY'AMAJYEPFO  
AKARERE KA MUHANGA  
UMURENGE WA NYAMABUYE  
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**AMASEZERANO Y'AKAZI HAGATI Y'ISHURI MUHANGA  
TECHNICAL CENTER (MTC) NA UWINGABIYE NADINE**

**INGINGO YA 1:** Ishuri MTC rihaye UWINGABIYE NADINE akazi ko kwigisha (Umurezi).

**INGINGO YA 2:** Umurezi afite inshingano zikurikira:

1. Kwigisha amasomo ye yose kandi neza no gutoza abanyeshuri uburere bwiza haba mu ishuri ndetse n'ahandi hose ahurira na bo.
2. Kwitabira inama z'ishuri n'izindi gahunda za Leta ishuri ryatumirwamo.
3. Gutegura documents pedagogiques zose kandi ku gihe no kuzerekana igihe icyo aricyo cyose azisabwe n'ababishinzwe.
4. Gutangira amasomo no kuyasozza ku gihe hagendewe ku ngengabiye yahawe.
5. Gukundisha abana amasomo ye no kuyatsindisha 100%.
6. Guha inama ubuyobozi cyane cyane abashinzwe imyigire n'imyitwarire ku birebana n'imigendekere myiza y'amasomo n'imyitwarire ibereye umunyeshuri.
7. Kurangwa n'imyitwarire ikwiye umurezi haba mu mvugo, mu bikorwa, mu nyambarire, ... no kwirinda kugirana n'abanyeshuri ubucuti bwihariye burenze ubw'umurezi n'umunyeshuri.

**INGINGO YA 3:** Umurezi yiyemeje ibi bikurikira:

1. Gukorana akazi ashinzwe ubudakemwa, ubwitange no kuba inyangamugayo
2. Gukurikiza amabwiriza y'abuyobozi be no gufatanya na bagenzi be igihe cyose ari ngombwa kugira ngo umurimo utungane.
3. Gutanga urugero rwiza.
4. Kugira ibanga ku kazi ndetse n'igihe aretse imirimo ye.
5. Kudasiba nta mpamvu izwi kandi yaherewe uruhushya rwanditse n'ubuyobozi bw'ishuri.
6. Kwitabira inama zose z'ishuri kimwe n'iza Leta ishuri ryatumiwemo.
7. Umurezi agomba kwitabira umuganda rusange kandi akawukotera ku ishuri.

**NB:** Niba atari impamvu itunguranye, uruhushya rusabwa mu nyandiko ebyiri (2 copies) mbere ho iminsi ibiri.

**INGINGO YA 4:** Umurezi agomba kubahiriza igihe yemeranijweho n'ubuyobozi bw'ishuri kandi agakora gusa ibiri mu masezerano.

**INGINGO YA 5** Ishuri MTC ryishingiye guha Umurezi umushahara mbumbe (Gross salary) ungana n'amafaranga y'u Rwanda ibihumbi ijana na mirongo inani n'umunani magana atanu na makumyabiri n'ane (188,524Frw) buri kwezi. Aya mafaranga agomba gukurwamo ay'imisoro ya TPR na RSSB (Pension, Maternity na CBHI) yishyurirwa umurezi buri kwezi, bityo umurezi akazajya ahembwa Net Salary ingana n'ibihumbi ijana na mirongo itandatu (160,000frw) buri kwezi.

**INGINGO YA 6:** Ingengabihe y'akazi igenwa n'ubuyobozi bw'ishuri ku bwumvikane n'umurezi.

**INGINGO YA 7: ISESWA RY'AMASEZERANO**

-Aya masezerano ashobora guhagarikwa bisabwe n'impande zombi cyangwa rumwe muri zo ndetse n'igihe ikigo (MTC) kitakibashije kumubonera umushahara, ariko iyo umurezi akoze ikosa rikomeye (faute lourde) ahagarikwa nta nteguza.

-Aya masezerano ashobora guseswa bitewe no gutsindwa kw'amasomo umurezi yigishije abanyeshuri bimuturutshe.

-Igihe Umurezi ahatse gusezera ku kazi agomba kubimenyesha ubuyobozi bw'ishuri mbere ho iminsi mirongo itatu (30 jours) kandi iyo minsi 30 akayihemberwa kuko aba yayikoze, iyo atabimenyesheje mu nyandiko yishyura ibyakoreshejwe byose muri uko kwezi.

**INGINGO YA 8:** Aya masezerano atangiriye igihe ashyiriweho umukono, akazarangirana n'i tariki ya 31/07/2025 ariko ashobora kongerwa bitewe n'umusaruro umurezi azaba yaratanze muri iki gihe cy'aya masezerano.

Bikorewe i Muhanga, ku wa 01/04/2025

**ABASHYIZE UMUKONO KURI AYA MASEZERANO**

UWINGABIYE NADINE

Umurezi



DUSHIMIMANA Emmanuel

REPRESENTANT LEGAL

