

2.1.5.ICYICIRO CYA V :Imiyoborere.

Ingingo ya 17 :

Umuyobozi wese ushaka kugira aho agana ntashobora kubigira atabanje:kwiringira ko nabigira ataza gutera ibyago cyangwa ngo abere inkomyi abandi bagenzi bamukurikiye, bamuri imberere cyangwa bagiye kubisikana,akabigira akurikije uko abandi bagenzi bari mu muhanda, aho bagana n'umuvuduko bafite .

Ni nako bigenda nko ku muyobozi wese uvuye ku murongo w'ibinyabiziga cyangwa awugiyemo agana ibumoso cyangwa iburyo, mu muhanda,wambukiranyije umuhanda ukase ibumoso cyangwa iburyo agira ngo anyure mu yindi nzira nyabagendwa cyangwa ngo yinjire ahantu hahana imbibi n'iyi nzira nyabagendwa,avuye aho yari amaze umwanya munini ahagaze,uhaguruka aho yari ahagaze akanya gato,uhindukira cyangwa usubira inyuma.

Mbere yo kujya ku ruhande rw'umuhanda, umuyobozi agomba mbere y'igihe kubigaragaza ku buryo budashidikanywa akoresheje indanga-cyerekezo cyangwa ibiranga-cyerekezo by'ikinyabiziga cye cyangwa byaba bidakora, byamushobokera agakoresha ukuboko .Icyo kimenyetso cyatanze kigomba gukomeza kwerekanwa mu gihe cyose ikinyabiziga kikiyoborwa, ntigikomeza kwerekanwa iyo imiyoborere irangiye .

Ingingo ya 18 :

Mu nsisiro, kugirango ibinyabiziga bisanzwe bitwarira hamwe abantu bigende neza, abayobozi b'ibindi binyabiziga bagomba, bitanyuranyije n'ibivugwa mu ngingo ya 17,18 , kugenda buhoro ndetse byaba ngombwa bagahagarara akanya gato kugirango ibyo binyabiziga bitwarira hamwe abantu bishobore kongera kugenda bihaguruka aho bigomba guhagarara .

2.1.6. ICYICIRO CYA VI: Kubisikana no Kunyuranaho

Ingingo ya 19 :

1. Ku byerekeye imyubahirize y'iri teka, *kubisikana no kunyuranaho*: Bireba gusa ibinyabiziga bigenda.
2. *Aho ibinyabiziga bigenda ku murongo ibangikanye , gutambukira iburyo abayobozi bagenda ku murongo w'ibumoso ntibifatwa nk'aho ari ukunyuranaho bisobanurwa n'iri teka*

Ingingo ya 20 :

1. Kubisikana bikorerwa ku ruhande rw'iburyo.
 2. Umuyobozi wese ubisikana n'undi agomba gusiga ibumoso bwe umwanya uhagije kugirango itambuka ry'undi ryorohere ndetse byaba ngombwa akegera inkombe y' iburyo bw' umuhanda;iyo mu gihe cyo kubisikana abangamiwe n'inkomyi cyangwa n'abandi bagenzi agomba kugenda buhoro kandi byaba ngombwaagahagarara akanya gato kugirango umugenzi cyangwa abagenzi bava mu cyerekezo aganamo bahite.
 3. Iyo ubugari bw'inzira nyabagendwa igendwaho n'ibinyabiziga budahagije kugirango bibisikane nta nkomyi,abagenzi bategetswe koroherana kugirango batambuke .
 4. Mu muhanda yo mu misozi no mu zindi nzira nyabagendwa zicuramye cyane cyane aho ibisikana ridashoboka chyangwa riruhije, *Umuyobozi w'ikinyabiziga kimanuka agomba gushyira ku ruhande ikinyabiziga atwaye kugira ngo areke ikinyabiziga cyose kizamuka gitambuke,keretse iyo hari ubwikingo ibinyabiziga bishobora guhagararamo,uwo mwanya uteye neza ku buryo ;hakurikijwe umuvuduko n'aho ibinyabiziga biri,ikinyabiziga kizamuka cyaba gifite ubwikingo cyangwa kimwe muri ibyo binyabiziga kikaba kigomba gusubira inyuma niba ikinyabiziga kizamuka kitagiye muri ubwo bwikingo .*
- ✓ *Iyo byanze bikunze kimwe mu binyabiziga bigiye kubisikana kigomba gusubira inyuma, abayobozi bagomba gusubira inyuma ni ababwo ibinyabiziga bidakomatanye bahuye n'abatwaye ibikomatanze, ababwo*