REPUBULIKA Y'U RWANDA

Kigali,ku wa.22./09./2026.
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KOMISIYO Y'IGIHUGU ISHINZWE ABAKOZI BA LETA
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Impamvu: Igisubizo ku ibaruwa yawe yo ku wa 14/09/2026

Bwana,

Nshingiye ku ibaruwa yawe wanditse ku wa 03/09/2026 ikagera muri Komisiyo y'Igihugu ishinzwe Abakozi ba Leta ku wa 14/09/2026, usaba kurenganurwa ugasubizwa mu kazi wahagaritswemo kandi ugahabwa umushahara w'ayo mezi, ukavuga ko wahagaritswe ku mwanya w'uburezi mu Kigo cy'amashuri cya GS Murambo kubera ko wakorwagaho iperereza ku cyaha cy'ubujura bw'amatungo wakekwagaho, ukaba avuga ko iperereza ryarangiye kandi ukagirwa umwere n'urukiko rw'Ibanze rwa GAKENKE;

Nshingiye ku ibaruwa N° 240/07.04.02/DHRA/U.J.D yo ku wa 16/07/2026 wandikiwe n'Akarere ka Gakenke umenyeshwa ko ahagaritswe mu kazi by'agateganyo kubera iperereza wakorwaga ku cyaha cy'ubujura bw'amatungo wakekwagaho kandi ko nugirwa umwere uzasubizwa mu kazi ndetse ugahabwa umushahara wawe n'ibindi wabikiwe nk'uko amategeko abiteganya;

Nshingiye ku ibaruwa wabandikiye ku wa 12/08/2026 usaba kurenganurwa ugasubizwa mu kazi wahagaritswemo kandi ugahabwa n'umushahara wawe, kubera ko iperereza wakorwagaho ryarangiye kandi ukaba waragizwe umwere n'urukiko, ariko ukaba utarasubijwe;

Nshingiye ku ngingo ya 5(6) y'Itegeko N° 67/2018 ryo ku wa 30/08/2018 rigena inshingano, imitunganyirize n'imikorere bya Komisiyo y'Igihugu ishinzwe Abakozi ba Leta ivuga ko : *"Komisiyo ifite inshingano zo gufata imyanzuro ku rwego rwa nyuma ku byemezo byo mu rwego rw'Ubutegetsi bijyanye n'imicungire y'Abakozi ba Leta yajuririwe";*

Nshingiye ku ngingo ya 70 igika cya (1-2) y'Itegeko N° 017/2020 ryo ku wa 07/10/2020 rishyiraho Sitati Rusange igenga Abakozi ba Leta ivuga ko: *" Umukozi wa Leta utanyuzwe n'icyemezo yafatiwe ashobora gutakamba mu nyandiko ku rwego rwa mbere ku muyobozi wafashe icyemezo. Gutakamba bikorwa mu gihe kitarenze iminsi itanu (5) y'akazi uhereye igihe umukozi wa Leta yamenyesherejwe icyemezo yafatiwe. Umuyobozi watakambiwe atanga igisubizo mu nyandiko ku gutakamba kimenyeshwa umukozi wa Leta mu gihe kitarenze iminsi cumi n'itanu (15) y'akazi uhereye igihe ugutakamba kwakiriwe";*

Nshingiye ku ngingo ya 40 (1) y'Itegeko N° 017/2020 ryo ku wa 07/10/2020 rishyiraho Sitati Rusange igenga Abakozi ba Leta iteganya ko: *"Umukozi wa Leta ashobora guhagarikwa ku murimo by'agateganyo iyo 1° afunzwe by'agateganyo mu gihe kitarenze amezi atandatu (6), 2° akurikiranyweho ikosa ryo mu rwego rw'akazi rishobora gutuma ahanishwa igihano cyo mu rwego rwa kabiri…";*

Nshingiye ku ngingo ya 41 y'Itegeko ryavuzwe haruguru iteganya ko : *" Umukozi wa Leta uvugwa mu gace ka 1° n'aka 2° tw'ingingo ya 40 y'iri itegeko akomeza kubarirwa umushahara ndetse akanawubikirwa. Iyo uwo mukozi wa Leta agizwe umwere cyangwa nta kosa rimuhamye, ahabwa umushahara yabikiwe... ";*

Nshingiye ku cyemezo cy'urukiko wagaragaje mu bujurire wagejeje muri Komisiyo y'Igihugu ishinzwe Abakozi ba Leta, cyemeza ko wagizwe umwere n'urukiko rw'Ibanze rwa Gakenke ku wa 06/08/2026 kandi ugafungurwa ku wa 09/08/2026;

Komisiyo ikwandikiye ikumenyesha ko yandikiye Ubuyobozi bw'Akarere ka GAKENKE, isaba gusuzuma ikibazo cyawe no kugusubiza mu nyandiko.

Ugire amahoro.

for **Angelina MUGANZA**

Umunyamabanga Nshingwabikorwa wa
Komisiyo y'Igihugu ishinzwe Abakozi ba Leta

NATIONAL PUBLIC SERVICE COMMISSION

<u>Bimenyeshejwe</u>
-Madamu Minisitiri w'Abakozi ba Leta n'Umurimo/**MIFOTRA**
-Bwana Minisitiri w'Uburezi/**MINEDUC**
-Bwana Perezida w'Agateganyo w'Inama y'Abakomiseri /**NPSC**
<u>KIGALI</u>
-Madamu Umuyobozi w'Akarere ka Gakenke
<u>GAKENKE</u>