REPUBULIKA Y'U RWANDA

MINISITERI Y'UBUTABERA
P.O. BOX 160 KIGALI

IJAMBO MINISITIRI W'UBUTABERA / INTUMWA NKURU YA LETA AGEZA KU BAKOZI BA MINIJUST TARIKI YA 02/02/2018

Nyakubahwa Munyamabanga wa Leta Ushinzwe Itegeko Nshinga n'**a**ndi Mategeko

Nyakubabwa Munyamabanga Uhoraho /Intumwa Nkuru ya Leta Yungirije;

Bayobozi mwese muteraniye hano;

Bakozi bagenzi banjye.

Ndagira ngo mbashimire kubera ko mwitabiriye ubutumire bw'inama rusange y'abakozi y'uyu munsi. Niyo nama ya mbere dukoze muri uyu mwaka mushya wa 2018. Ni igihe cyiza cyo gufata ingamba zigamije gukomeza kwesa imihigo yacu. Twibuke ko ejo aribwo twizihije Umunsi w'Intwari z'Igihugu. Insanganyamatsiko ikaba igira iti: ***"Dukomeze ubutwari, Twubake u Rwanda twifuza."***

Niyo mpamvu twese tugomba kuzirikana ibi bikurikira:

- Kwibuka no guha agaciro Intwari zitangiye Igihugu kikaba kimeze uko gihagaze ubu;

- Ubutwari buraharanirwa kandi ntibisaba imyaka (urugero: abana b'i Nyange);
- *Gutera ikirenge mu cy'Intwari z'Igihugu dusigasira ibyiza zaharaniye.*

- Reka mbere yo gukomeza iri jambo tubanze twifatanye mu byishimo n'abantu bibarutse ibibondo muri iyi minsi (see annex n^{0} **I**)
- Turakira kandi abakozi bashya muri MINIJUST aribo aba bakurikira(see annex n^{0} **II**)
- Twifurije kandi imirimo myiza bamwe muri twe bongerewe inshingano n'abahawe imirimo mishya (see annex n^{0} **III**)
- Dukomeze kandi gufata mu mugongo no kwihanganisha bagenzi bacu bagize ibyago (see annex n^{0} **IV**)

Ngarutse ku ngingo nyamukuru yaduteranirije hano:

- **LAW:**
    - Gushyira ingufu mu kurangiza: GACACA n'izaciwe burundu n'Inkiko zisanzwe kubera ko intego twihaye itaragerwaho;
    - Kudategereza LAW kugira ngo abe aribwo twibuka kujya gukemura ibibazo by'abaturage no gusura abo dushinzwe;
- **M&E:**

- Kwikorera auto-evaluation (buri munsi, buri cyumweru, buri kwezi, buri gihembwe…) bizoroha gukora raporo y'umwaka;
- Kudategereza ko M&E igera kugira ngo abe aribwo umukozi yibuka gukora ibyo atatashyize ku murongo mbere y'igihe (filing, guhuza amaraporo, gusoma outlook, n'ibindi);
- Gukomeza guharanira no kumenyekanisha ibyo dukora (MAJ ntizwi na bose);

By'umwihariko nagira ngo ngaruke kuri ibi bintu bikurikira:

- **KUBAHIRIZA AMATEGEKO N'AMABWIRIZA**

- Gusohoka hanze y'Igihugu ubifitiye uburenganzira (DG level and above)
- Kubahiriza amasaha y'akazi: Kukageraho no gutaha ku gihe, kutadomoka, wagira impamvu ukayimenyesha abakuyobora.
- Gusaba ibiruhuko: icy'umwaka, icy'ingoboka n'icy'uburwayi (gukurikiza amategeko n'amabwiriza ariho) bikamenyeshwa abo bireba bose ku gihe, ariko duhereye ku bayobozi bacu ba hafi cyane cyane ku bijyanye n'impushya zo kwa muganga aho byagaragaye ko bamwe batabimenyeshwa
- Kurwanya ibiyobyabwenge cyane cyane mu rubyiruko bo Rwanda rw'ejo;
- Kurwanya ihohoterwa rikorerwa abagore (GBV) n'abana;
- Kurwanya ruswa n'akarengane aho kari hose n'uwabikora wese.

- **IBIKWIYE KUTURANGA NK'ABAKOZI BY'UMWIHARIKO MURI UYU MWAKA**

- Kubahana;
- Kutananizanya;
- Kureba kure;
- Gukorera hamwe;
- Kutaba ntibindeba (isuku, amazi, umuriro n'ibindi…);
- Guhora twihugura mu byo dushinzwe mu kazi kacu;
- Gukurikirana ibyo dushinzwe no kwitegura kubibazwa;
- Gukorera ku ntego no guharanira kuzigeraho mu gihe cyagenwe;
- Leadership

- Humility
- Coordination/Communication
- Serve people
- Dynamism
- Be part of the chain

- Look at Africa

- Unity
- Integrity
- Break the walls

Mbifurije kurangiza icyumweru neza no kuzagira umwaka mushya muhire wa 2018. Uyu mwaka dutangiye, uzatubere uw'ibyiza byinshi hamwe n'imiryango yacu.

Mugire amahoro y'Imana