IJAMBO RYA NYAKUBAHWA PEREZIDA W'URUKIKO RW'IKIRENGA ATANGIZA INAMA Y'IGIHEMBWE IHUZA ABAYOBOZI B'INKIKO

Kigali, ku wa 20 Mutaram 2020

Madamu Visi Perezida w'Urukiko rw'Ikirenga,

Bayobozi b'inkiko zitandukanye namwe bayobozi bandi b'inzego z'ubucamanza mwitabiriye iyi nama,

Mbaje kubasuhuza, mwaramutse!

Abenshi muri mwe ni bwo duhuye bwa mbere kuva njyewe na Visi Perezida w'Urukiko rw'Ikirenga dutangiye imirimo yacu. Ndizera ko uyu mwaka wa 2020 mwawutangiye neza, nkaba mbifurije ko uzababera muhire mu byo muzawukoramo byose, harimo no gufata ingamba zihamye mu gutanga ubutabera bunoze kandi bwihuse.

Muri rusange, umusaruro inkiko zigenda zigeraho ni mwiza kandi abacamanza n'abandi bakozi b'inkiko bakomeje kugaragaza ubushobozi n'ubushake mu kwitangira imirimo yabo. Ibyo tugomba kubikomeza kugira ngo twimakaze indangagaciro ziberanye n'inshingano zikomeye zacu. Nagira ngo twibukiranye ingingo nkuru izo ndangagaciro zishingiyeho:

- Gukorana **ubunyamwuga *(Professionalism*):** Abacamanza kimwe n'abanditsi b'inkiko tugomba gukorana umurava akazi kacu, tugakorana umutimanama, tugashyira ubumenyi n'ubushobozi bwacu mu gukora umurimo unoze, ku bacamanza ibyo byerekanwa n'imanza ziciwe neza kandi zifite ireme, bityo imanza zirimo kutubahiriza amategeko cyangwa zidasubiza icyaregewe zikagabanuka ndetse zigacika burundu.

- Muri urwo rwego rwo gukorana ubunyamwuga, harimo no gukora dushikamye, mu bwigenge, nta kujenjeka cyangwa kubogama, twiyumvikasha ko umurimo w'ubucamanza usaba ubwitange no kwiyemeza buri gihe gufata ibyemezo bijyanye n'ibyo amategeko ateganya kabone n'aho abantu bamwe baba batabibona gutyo kubera kurengera inyungu zabo zidahuje nyine n'ibyo amategeko ateganya.
- Na none kubyerekeye gukorana ubunyamwuga, ni ngomba kumva ko umucamanza cyangwa umwanditsi w'urukiko atari abakozi nk'abandi bakozi bakora mu zindi nzego, kuko intera y'ubunyangamugayo n'imyitwarire myiza bisabwa, haba ku kazi no muri sosiyeti muri rusange biri hejuru, bitewe n'imitere y'akazi kacu. Ni ngombwa kwirinda ikintu cyose cyakwanduza isura

y'Urwego rw'Ubucamanza kuko biri muri bimwe bituma abaturange muri rusange, n'ababuranyi by'umwihariko, batera ikizere Urwego rw'Ubucamanza. Aha twakwibutsa ko muri raporo yakozwe na *Rwanda Governance Board* ku buryo abaturage duha ubutabera bafitiye ikizere Urwego rw'Ubucamanza, abaturage 35% bagaragaje ko badafitiye icyizere ubucamanza, ibyo bikaba bituruka ku mpamvu zitandukanye zirimo ko inkiko zifata ibyemezo bidafite ubudakemwa, ku myitwarire mibi ya bamwe mu bacamanza n'abandi bakozi b'inkiko no ku mikorere itari myiza nk'isubika ry'imanza rya hato na hato, cyangwa kureregа abagana inkiko bagasiragizwa ntibabone cyangwa ngo babonere mu gihe ibisubizo by'ibibazo baba bagejeje ku nkiko, ndetse no gutinda kubona kopi z'imanza kandi ziba zikenewe cyane cyane kubashaka kujurira.

- Iyindi ngingo ikomeye kandi ijyana neza n'ibimaze kuvugwa mbere kubyerekeye gukorana ubunyamwuga (*professionalism*) ni iyo **ubunyangamugayo n'ubudakemwa (*integrity*)**. Abantu benshi batandukanye bagiye bagaragaza ko ubudakemwa (*integrity*) ari indangagaciro ikomeye, ariko ntibivuze ko n'izindi zavuzwe nko gukorana umurava, ubwenge n'ubunyamwuga na zo zidakomeye, ariko bagaragaje ko ubudakemwa ari bwo butuma na ziriya ndangagaciro zishoboka kuko iyo bubuze byose biba ubusa. Ubudakemwa ni bwo butuma abantu bemera ibyemezo byafashwe kuko baba babona ko byafashwe mu bushishozi buhagije (*good judgment*) no mu mucyo, nta kubogama ku buryo impamvu zashingiweho mu gufata ibyo byemezo ziba zigaragarira buri wese.
- Muri urwo rwego rwo guhamya indangagaciro y'ubudakemwa n'ubunyangamugayo, ni ngombwa kwirinda ko ibyemezo bifatwa bigendera kuri ruswa cyangwa ibindi bisa na yo bituma umucamanza cyangwa undi mukozi w'urukiko afata ikemezo gishingiye ku ndonke yahawe n'umuburanyi cyane cyane akoresheje amashumi ye. Nk'abayobozi b'inkiko, tugomba gufata ingamba zihamye zo kurandurira mu mizi ruswa mu rwego rw'ubucamanza. Imwe mu nzira yatangiye kwifashishwa kandi igomba kongerwamo imbaraga n'ugutuma komite zo kurwanya ruswa ziri muri buri rukiko zigira imbaraga kandi zigakora neza. Ikindi ni uko Ubugenzuzi Bukuru bw'Inkiko bwakaza umurego mu gutahura abacamanza n'abandi bakozi b'inkiko bakora icyaha cya ruswa n'ibindi byaha biyishamikiyeho. Nk'uko byatangiye gukorwa, amadosiye yose nk'ayo azakomeza gushyikirizwa Inama Nkuru y'Ubucamanza kugira ngo iyasuzume maze ifatire ibyemezo biteganywa n'amategeko abacamanza n'abandi bakozi b'inkiko bazaba bagaragayeho imikorere idahuje n'inshingano zabo. Ubwo rero nta yindi nteguza yindi ku baba bakirangwa n'iyo mikorere. Inzego zibishinzwe zizabatahura nta shiti, maze bakanirwe urubakwiye

- Mu kurwanya iki cyaha cya ruswa n'ibindi bigishamikiyeho, birumvikana ko Urwego rw'Ubucamanza rwonyine rutagera ku musaruro ushimishije rudafatanyije n'izindi nzego. Kuri iyi ngingo y'ubufatanye, umushakashatsi[1] yavuze ko *ruswa nini* ari igikoko k'inkazi. Kukirwanya, bisaba ubufatanye bukomeye hagati y'inzego z'ubutegetsi zose: Urwego Nshingamategeko, Urwego Nyubahirizamategeko n'Urwego rw'Ubucamanza. Ibyo bigakorwa buri wese yiyumvisha buri gihe ko ntanyamaswa nini y'inkazi yicwa n'umuhigi umwe. Ubufatanye ni ngomwa. "*Always have in mind that no big animal is killed by a lone hunter. Teamwork is essential"*. Icyo umuntu yakwishimira ni uko inzego z'ubutegetsi zose, ndetse n'imiryango imwe itegamiye kuri Leta ubu zakangukiye kurwanya ibi byaha.
- Nk'uko mubizi, ibi byose navuze ku byerekeye ugukorana ubunyamwuga, ubunyangamugayo n'ubudakemwa, bikubiye mu byo abacamanza basabwa kubahiriza bikubiye mu Itegeko n° 09/2004 ryo ku wa 29/04/2004 ryerekeye imyitwarire mu kazi k'ubucamanza. Ndasaba ko twajya turisoma kenshi kugira ngo twiyibutse ibirikubiyemo.
- Ikindi na cyo cyadufasha kurangiza neza inshingano zacu ni **ubufatanye** hagati yacu tugakora nk'ikipe itahiriza umugozi umwe. Ni byo koko hari ibibazo bitandukanye tuza kuganiraho muri iyi nama bishobora kudindiza imikorere myiza twifuza, ariko nk'uko tubizi, abashyize hamwe ntakibananira. Ni yo mpamvu nshishikariza abayobozi b'inkiko bari hano kunoza imikoranire iri hagati yabo n'abo bayobora, bakababera urugero kandi bakagira uburyo bwiza bwo kugenzura ibikorwa n'abo bayobora, ibyo bigakorwa mu mucyo, nta gutinya kwiteranya cyangwa ngo habe guhishira imikorere mibi, nyamara igihe k'isuzumamikorere, hagatangwa amanota ari hejuru adahuye n'imikorere n'imyitwarire w'uyahabwa.
- Turanakangurira abayobozi b'inkiko bari hano, gukurikirana uko inkiko ziri muri *ressort* yabo zikora, bagakurikirana ibibazo biri muri izo nkiko, byaba ibirebana n'akazi cyangwa se ibishobora kuvuka hagati y'abakozi ubwabo. Muri urwo rwego, nk'uko byasabwe n'Inama Nkuru y'Ubucamanza iheruka, Ubunyamabanga Bukuru bw'ubucamanza burasabwa gufasha abayobozi b'inkiko mu kubona ubushobozi bwo gukora uyu murimo.

- Muri rusange, ndagira ngo nsabe Ubunyamabanga Bukuru bw'Urwego rw'ubucamanza ko mukurangiza inshingano zabwo, bwakongera umurego mu gutuma Urwego rw'Ubucamanza bugera ku nshingano zabwo zo gutanga ubutabera bwihuse kandi bunoze, bitwararika guha ku gihe ibikoresho ubucamanza bukeneye. Ni byiza ko Ubunyamabanga Bukuru bukomeza guharanira ko Urwego rw'Ubucamanza rubona amikoro ahagije haba mu buryo bukorana

[11] Prof. Luis Franceschi, Senior Director of Governance and Peace at Commonwealth Secretariat and Former Dean of Strathmore School of Law (Kenya)

n’nzego zishinzwe kugena “budget” ya Leta cyangwa gushaka amikoro binyuze mu bafatanyabikorwa. Aha tuzabatera ingabo mu bitugu binyuze mu biganiro tugirana n’abafatanyabikorwa batandukanye bagana Urwego rw’Ubucamanza.

- Hari ingingo nifuza kugarukaho kuko mbona yadufasha mu ngamba yo gutanga ubutabera bwiza. Ni uguha umwanya uhagije umurimo wo kunga ababuranyi haba ku rwego rw’abanditsi cyangwa ku rwego rw’abacamanza kandi ibyo bigakorwa mu nkiko zose haba kuva k’urukiko rw’ibanze kugera k’Urukiko rw’Ikirenga.

Ndagira ngo na none nongere mbashishikarize kwitabira inshingano zacu twiyumvisha neza uruhare rukomeye Urwego rw’Ubucamanza rufite nk’umusingi ukomeye w’ibyo Igihugu cyacu kiyemeje cyo kuba igihugu kimakaza amahame yo kuba kigendera ku mategeko, giteza imbere imiyoborere myiza n’umuco w’amahoro, umutekano , kubanisha neza abagituye bose kuko ari byo nkingi y’iterambere rirambye.

Nk’ukuriye Urwego rw’Ubucamanza, icyo nabizeza ni uko, mfatanyije namwe mwese muyobora inkiko n’izindi nzego harimo Inama Nkuru y’Ubucamanza, Ubugenzuzi Bukuru bw’Inkiko, Ubunyamabanga Bukuru bw’Urwego rw’Ubucamanza, Ubwanditsi Bukuru, ndetse n’abakuriye Ishyirahamwe ry’Abacamanza n’Abanditsi b’Inkiko, nzakora ibishoboka byose kugira ngo Urwego rw’Ubucamanza rurusheho kuba Urwego rw’Ubutegetsi rwubashywe kandi rutanga umusanzu ugaragara mu iterambere ry’Igihugu cyacu.

Ariko burya umwana ni we wiha ingombyi. Kuba Urwego rw’Ubutegetsi rwubashywe kandi abantu bafitiye ikizere, nk’uko nabivuze mbere, bizaturuka k’uko twese turi mu Rwego rw’Ubucamanza dukorana umurava, ubunyamwuga, ubunyamugayo n’ubudakemwa kandi mu bufatanye busesuye imirimo dushinzwe.

Abaturarwanda n’Igihugu muri rusange badutezeho ubutabera buboneye kandi bwihuse, mbasabye rero kudatenguha ikizere Abanyarwanda n’Igihugu baduhaye, ahubwo tugaharanira buri munsi gutuma icyo kizere kiyongera kuko bazaba babona ko turangiza neza inshingano zacu.

Murakoze, tugire inama nziza.