



COMMUNIQUE TO INES STAFF

Due to the outbreak of the Coronavirus (COVID-19), many countries and Rwanda inclusive adopted strict measures to combat the spread of the virus. Among the measures taken was lockdown measure, which necessitated the closure of many services, including higher learning institutions on 16th March 2020.

With reference to the decision of extraordinary cabinet meeting of 30th April 2020, which resolved to extend these measures, especially the reopening of schools and higher learning institutions, to September 2020;

Considering the financial implications of this decision on the institution which primarily relies on students tuition fees;

Considering that students, though studying online, are not in capacity to keep paying;

Keeping in mind that the academic calendar is compelled to be prolonged beyond its ordinary 12 months;

With reference to, the law N° 66/2018 of 30/08/2018 regulating labour in Rwanda especially in its articles 18, 21 and 66;

After consultations with the representatives of the employees in order to find a responsible response that protects both the institution and the employees' welfare;

INES Ruhengeri has resolved the following:

- Employment contracts are partially suspended due to economic reasons;
- Staff has been given 25% of salary as advance to be monthly deducted upon resumption of activities by INES-RUHENGERI and 10% relief contribution by INES-Ruhengeri for the months of May, June, July and August;
- Health insurance will be paid as usual to allow Ines-Ruhengeri staff to access medical services;
- Staff members shall be required to perform some important services upon request by the institution during this closure period.

Ines-Ruhengeri wishes healthy life to its entire staff

Done at INES-RUHENGERI, on 4th May 2020

Fr Dr HAGENIMANA Fabien

Vice Chancellor

