



### COMMUNIQUE TO INES STAFF

Due to the outbreak of the Coronavirus (COVID-19), as decided by the Government on 16<sup>th</sup> March 2020, some economic activities and services including the schools and higher learning institutions are still closed.

With reference to the Communiqué to INES staff of 4<sup>th</sup> May 2020;

Considering that the period of partial suspension of employment contracts (May-August 2020) ended while schools and Higher Learning Institutions are still closed;

Considering that the Founders of INES-RUHENGERI are concerned with the minimum welfare of the staff and the institution during the Covid 19 crisis, as resolved in their Meeting of the General Assembly of 17<sup>th</sup> August 2020;

INES RUHENGERI' OVC and workers' representatives' committee met in a meeting on 31<sup>st</sup> August 2020, to discuss the current situation for exploring the possible solution which protects both the staff and the institution, and the following was agreed on:

- 1) With respect of safe measures decided by the Government, Staff members will continue to perform some important services upon request by the Institution during the closure and partial suspension of contracts.
- 2) Staff members will continue to be given 25% of salary as advance to be monthly deducted upon resumption of activities by INES-RUHENGERI and 10% of salary in terms of relief contribution by INES-RUHENGERI from September until further agreement
- 3) Health insurance will be paid as usual to allow INES-RUHENGERI staff to access medical services;

Done at INES-RUHENGERI, on 17<sup>th</sup> September 2020

Fr Dr HAGENIMANA Fabien

Vice Chancellor of INES-RUHENGERI

