

Rwanda

Ministerial Order determining Modalities for Training of Employees Ministerial Order 6-MO19 of 2020

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Ministerial Order determining Modalities for Training of Employees

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Ministerial Order 6-MO19 of 2020

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Assented to on 17 March 2020

Commenced on 19 March 2020

[This is the version of this document from 19 March 2020.]

The Minister of Public Service and Labour;

Pursuant to the Constitution of the Republic of Rwanda of 2003 revised in 2015, especially in Articles 121, 122 and 176;

Pursuant to Law n° 66/2018 of 30/08/2018 regulating labour in Rwanda, especially in Article 39;

Having reviewed Ministerial Order n° 08 of 13/07/2010 determining the implementation modalities for professional training and its related leave;

After consideration and approval by the Cabinet, in its meeting of 28/01/2020;

ORDERS:

Article One – Purpose of this Order

This Order determines modalities for training of employees.

Article 2 – Training plan

Collective agreement, rules of procedure of the enterprise or employment contract determines the training plan for employees.

Article 3 – Training cost

The employer, the employee or both bear the cost of training.

Article 4 – Modalities for training

If the employer and the employee agree, the employee may pursue a training course related to his or her duties while on duty or not.

Article 5 – Rights of an employee during training period

An employee who is under training has the following rights:

- 1° to be paid his or her full salary in case he or she is under a training course not exceeding six (6) months. When the training exceeds six (6) months, an employee is paid his or her full salary in the first six (6) months and he or she is paid two-thirds ($\frac{2}{3}$) of his or her salary every month for the remaining period;
- 2° holidays provided to an employee by the training institution are deducted from his or her annual leave and he or she is entitled to the remaining annual leave days.

Article 6 – Obligation of a trained employee

An employee who successfully completes his or her training course must continue to work for the enterprise that sent him or her on training for a period determined in the contract concluded between the employer and the employee, except when he or she is appointed by the Government on position that does not require competition for public interest.

However, an employee who wants to change his or her employment before the expiry of the period of serving the enterprise that sent him or her on training, he or she must reimburse the amount spent on his or her training on a prorata basis of the remaining period he or she was required to serve the enterprise as stipulated by the contract concluded between the employer and the employee.

Provisions of Paragraph 2 of this Article also apply to an employee who terminates his or her employment contract during the training.

Article 7 – Repealing provision

Ministerial Order n° 08 of 13/07/2010 determining the implementation modalities for professional training and its related leave and all prior provisions contrary to this Order are repealed.

Article 8 – Commencement

This Order comes into force on the date of its publication in the Official *Gazette* of the Republic of Rwanda.