

GAHC010042242023



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**THE GAUHATI HIGH COURT**  
**(HIGH COURT OF ASSAM, NAGALAND, MIZORAM AND ARUNACHAL PRADESH)**

**Case No. : WP(C)/1069/2023**

PRANAB PATHAK  
S/O DANDI RAM PATHAK R/O NO. 2 DILINGA SINGRA BOKO ASSAM PIN  
781135

VERSUS

INDIAN OIL CORPORATION LTD. AND 3 ORS.  
A GOVT. OF INDIA UNDERTAKING HAVING ITS REFINERY DIVISION AT  
GUWAHATI GUWAHATI REFINERY NOONMATI GUWAHATI ASSAM REP. BY  
ITS EXECUTIVE DIRECTOR AND REFINERY HEAD

2:DEPUTY GENERAL MANAGER (HUMAN RESOURCE  
INDIAN OIL CORPORATION LTD. GUWAHATI REFINERY DIVISION

3:ASSISTANT MANAGER (ER)  
INDIAN OIL CORPORATION LTD. GUWAHATI REFINERY DIVISION

4:CHIEF POWER AND ULILITY MANAGER (CPUM)  
INDIAN OIL CORPORATION LTD. GUWAHATI REFINERY DIVISIO

**Advocate for the Petitioner** : MR. B D DEKA, MR. M DAS,N CHAUDHURY,MR A  
BHATRA,MR A DEKA

**Advocate for the Respondent** : SC, OIL, MR R KARIM (R-1 TO 4)

Linked Case : WP(C)/1076/2023

DEBASISH NATH

S/O ANIL CH. NATH R/O CHARIGAON KATHONIARKURI NEAR CHARIGAON  
GIRLS ME SCHOOL JORHAT CHARIGAON NIMATI ROAD JORHAT ASSAM  
PIN 785010

VERSUS

INDIAN OIL CORPORATION LTD. AND 3 ORS.  
A GOVT. OF INDIA UNDERTAKING HAVING ITS REFINERY DIVISION AT  
GUWAHATI GUWAHATI REFINERY NOONMATI GUWAHATI ASSAM REP. BY  
ITS EXECUTIVE DIRECTOR AND REFINERY HEAD

2:DEPUTY GENERAL MANAGER (HUMARN RESOURCE)  
INDIAN OIL CORPORATION LTD. GUWAHATI REFINERY DIVISION

3:ASSISTANT MANAGER (ER)  
INDIAN OIL CORPORATION LTD. GUWAHATI REFINERY DIVISION

4:DEPUTY GENERAL MANAGER (PN)  
INDIAN OIL CORPORATION LTD. GUWAHATI REFINERY DIVISION

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Advocate for : MR. B D DEKA

Advocate for : SC

OIL appearing for INDIAN OIL CORPORATION LTD. AND 3 ORS.

Linked Case : WP(C)/1077/2023

ANSHUMAN BARUAH  
S/O SANJIB BARUAH R/O NOON MATI GUWAHATI REFINERY TOWNSHIP  
SECTOR 2 QUATER NO. 2014 DIST. KAMRUP (M) GUWAHATI ASSAM PIN  
781020

VERSUS

INDIAN OIL CORPORATION LTD. AND 5 ORS.  
A GOVT. OF INDIA UNDERTAKING HAVING ITS REFINERY DIVISION AT  
GUWAHATI GUWAHATI REFINERY NOONMATI GUWAHATI ASSAM REP. BY  
ITS EXECUTIVE DIRECTOR AND REFINERY HEAD

2:DEPUTY GENERAL MANAGER (HUMAN RESORCE)  
INDIAN OIL CORPORATION LTD. GUWAHATI REFINERY DIVISION

3:ASSISTANT MANAGER (ER)  
INDIAN OIL CORPORATION LTD. GUWAHATI REFINERY DIVISION

4:MANAGER (FIRE AND SAFETY)  
INDIAN OIL CORPORATION LTD. GUWAHATI REFINERY DIVISION

5:GENERAL MANAGER (VIGILANCE)  
VIGILANCE DEPTT. INDIAN OIL CORPORATION LTD. GUWAHATI REFINERY  
DIVISION

6:CHIEF MANAGER (FIRE AND SAFETY)  
INDIAN OIL CORPORATION LTD. GUWAHATI REFINERY DIVISION

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Advocate for : MR. B D DEKA  
Advocate for : SC  
OIL appearing for INDIAN OIL CORPORATION LTD. AND 5 ORS.

Linked Case : WP(C)/1075/2023

PUTUL RAJBONGSHI  
S/O PARAN RAJBONGSHI R/O 1143 SECTOR 1 NOONMATI GUWAHATI 781020

VERSUS

INDIAN OIL CORPORATION LTD. AND 3 ORS.  
A GOVT. OF INDIA UNDERTAKING HAVING ITS REFINERY DIVISION AT  
GUWAHATI GUWAHATI REFINERY NOONMATI GUWAHATI ASSAM REP. BY  
ITS EXECUTIVE DIRECTOR AND REFINERY HEAD

2:DEPUTY GENERAL MANAGER (HUMAN RESOURCE)  
INDIAN OIL CORPORATION LTD. GUWAHATI REFINERY DIVISION

3:ASSISTANT MANAGER (ER)  
INDIAN OIL CORPORATION LTD. GUWAHATI REFINERY DIVISION

4:DEPUTY GENERAL(PN)  
INDIAN OIL CORPORATION LTD. GUWAHATI REFINERY DIVISION

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Advocate for : MR. B D DEKA  
Advocate for : SC  
OIL appearing for INDIAN OIL CORPORATION LTD. AND 3 ORS.

Linked Case : WP(C)/1071/2023

KISHOR BARMAN  
S/O DIPUL BARMAN R/O VILL. KHARUAJAN P.O. KHARUA P.S BARAMA

BARAMA ASSAM PIN 781346

VERSUS

INDIAN OIL CORPORATION LTD. AND 3 ORS.  
A GOVT. OF INDIA UNDERTAKING HAVING ITS REFINERY DIVISION AT  
GUWAHATI GUWAHATI REFINERY NOONMATI GUWAHATI ASSAM REP. BY  
ITS EXECUTIVE DIRECTOR AND REFINERY HEAD

2:DEPUTY GENERAL MANAGER (HUMAN RESOURCE)  
INDIAN OIL CORPORATION LTD. GUWAHATI REFINERY DIVISION

3:ASSISTANT MANAGER (ER)  
INDIAN OIL CORPORATION LTD. GUWAHATI REFINERY DIVISION

4:DEPUTY GENERAL MANAGER (PN)  
INDIAN OIL CORPORATION LTD. GUWAHATI REFINERY DIVISION

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Advocate for : MR. B D DEKA  
Advocate for : SC  
OIL appearing for INDIAN OIL CORPORATION LTD. AND 3 ORS.

Linked Case : WP(C)/8082/2022

PRASHANK KUMAR  
SON OF SRI KRISHNA GOPAL PAL

RESIDENT OF 618 NEW ASHOK NAGAR GOOB GARDEN

KALYANPUR  
KANPUR NAGAR  
NEAR SUKHDATA HOSPITAL

UTTAR PRADESH. PIN- 208017.

VERSUS

THE UNION OF INDIA AND 5 ORS  
REPRESENTED BY THE SECRETARY

MINISTRY OF PETROLEUM AND NATURAL GAS

SHASTRI BHAWAN  
NEW DELHI.

PIN- 110001.

2:THE INDIAN OIL CORPORATION LTD  
REPRESENTED BY THE CHAIRMAN

3079/3  
JB TITO MARG  
SADIQ NAGAR

NEW DELHI- 110049.

3:THE DIRECTOR  
REFINERY DIVISION  
INDIAN OIL CORPORATION LTD  
REFINERIES DIVISION  
SCOPE COMPLEX

CORE-2  
7 INSTITUTIONAL AREA

LODHI ROAD  
NEW DELHI- 110003.

4:THE DEPUTY GENERAL MANAGER  
INDIAN OIL CORPORATION LTD.

HUMAN RESOURCES  
REFINERIES DIVISION

GUWAHATI REFINERY  
NOONMATI

GUWAHATI- 781020.

5:THE CHIEF VIGILANCE OFFICER  
INDIAN OIL CORPORATION LTD.

SCOPE COMPLEX  
CORE-2 7

INSTITUTIONAL AREA LODHI ROAD

NEW DELHI- 110003.

6:PRANAB PATHAK  
JUNIOR ENGINEERING ASSISTANT-IV ( P AND U-BOILER)

INDIAN OIL CORPORATION LTD.

GUWAHATI REFINERY P AND U DEPARTMENT.

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Advocate for : MR. K N CHOUDHURY

Advocate for : DY.S.G.I. appearing for THE UNION OF INDIA AND 5 ORS

Linked Case : WP(C)/1373/2022

RAHUL DAS  
R/O- 3 NO. DAKSHINHATI  
P.O. AND P.S. BARPETA  
ASSAM  
PIN- 781301.

VERSUS

THE INDIAN OIL CORPORATION LTD. AND 4 ORS  
HAVING ITS REGISTERED OFFICE AT G-9  
ALI YAVAR JUNG MARG  
BANDRA (EAST)  
MUMBAI- 400051  
REP. BY ITS CHAIRMAN.

2:THE GENERAL MANAGER  
INDIAN OIL CORPORATION LTD.  
(EMPLOYEE AND SERVICES)  
GUWAHATI REFINERY  
NOONMATI  
GUWAHATI-781020  
ASSAM

3:THE DEPUTY GENERAL MANAGER (HUMAN RESOURCE)  
GUWAHATI REFINERY  
NOONMATI  
GUWAHATI-781020  
ASSAM

4:THE EXECUTIVE DIRECTOR (HUMAN RESOURCE)  
INDIAN OIL CORPORATION LTD  
GUWAHATI REFINERY  
NOONMATI  
GUWAHATI-781020  
ASSAM

5:PRANAB PATHAK

JUNIOR ENGINEERING ASSISTANT  
POWER AND UTILILTY  
COOLING TOWER UNIT  
GUWAHATI REFINERY  
NOONMATI  
GUWAHATI-781020.

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Advocate for : MR. J PATOWARY  
Advocate for : MR. N DEKA (r-1 to 4) appearing for THE INDIAN OIL  
CORPORATION LTD. AND 4 ORS

Linked Case : WP(C)/1070/2023

BIKASHJYOTI DAS  
S/O MAHESWAR DAS R/O VILL. DAHALI P.O. BATARHAT P.S PALASHBARI  
DIST. KMARUP (R) GUWAHATI ASSAM PIN 781122

VERSUS

INDIAN OIL CORPORATION AND 3 ORS. B  
A GOVT. OF INDIA UNDERTAKING HAVING ITS REFINERY DIVISION AT  
GUWAHATI GUWAHATI REFINERY NOONMATI GUWAHATI ASSAM REP. BY  
ITS EXECUTIVE DIRECTOR AND REFINERY HEAD

2:THE DEPUTY GENERAL MANAGER (HUMAN RESOURCE)  
INDIAN OIL CORPORATION LTD. GUWAHATI REFINERY DIVISION

3:ASSISTANT MANAGER (ER)  
INDIAN OIL CORPORATION LTD. GUWAHATI REFINERY DIVISION

4:DEPUTY GENERAL MANAGER(PN)  
INDIAN OIL CORPORATION LTD. GUWAHATI REFINERY DIVISION

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Advocate for : MR. B D DEKA  
Advocate for : SC  
OIL appearing for INDIAN OIL CORPORATION AND 3 ORS. B

**BEFORE**  
**HONOURABLE MR. JUSTICE SUMAN SHYAM**

**ORDER**

**Date : 04/03/2025**

Inter-related question of facts and law are involved in these writ petitions tagged up together for analogous hearing.

After hearing the preliminary submissions of learned counsel appearing for both the sides, this Court is of the opinion that all these writ petitions should be heard together and decided by a common judgement.

As such and on the request of learned counsel for both the sides, Registry to list these cases for hearing again on 18/03/2025, as fixed items.

**JUDGE**

**Comparing Assistant**