

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

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

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

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

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.

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.

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

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

18.03.2025

Heard Mr. B. D. Deka, learned counsel for the petitioners in WP(C) Nos.1069/2023, 1070/2023, 1071/2023, 1075/2023, 1076/2023 and 1077/2023, Mr. J. Patowary, learned counsel appearing for the petitioner in WP(C) No.1373/2022 and Mr. R. M. Deka, learned counsel appearing for the petitioner in WP(C) No.8082/2022. Also heard Mr. I. Choudhury, learned senior counsel assisted by Ms. Tannishtha Singh, learned counsel appearing for the respondent IOC Ltd.

On the joint request of learned counsel for both the sides, let these writ petitions be listed again on 08.04.2025 for hearing as fixed part-heard items.

JUDGE

Comparing Assistant