

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)/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 : I.A.(Civil)/3363/2024

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

VERSUS

ANSHUMAN BARUAH AND 5 ORS  
S/O SANJIB BARUAH R/O NOON MATI GUWAHATI REFINERY TOWNSHIP  
SECTOR 2 QUATER NO. 2014 DIST. KAMRUP (M) GUWAHATI ASSAM PIN  
781020

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

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

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

5:MANAGER (FIRE AND SAFETY)  
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 R KARIM  
Advocate for : MR A BHATRA appearing for ANSHUMAN BARUAH 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 : I.A.(Civil)/3366/2024

THE UNION OF INDIA  
REPRESENTED BY THE SECRETARY

MINISTRY OF PETROLEUM AND NATURAL GAS

SHASTRI BHAWAN  
NEW DELHI.  
PIN- 110001.

VERSUS

PRASHANK KUMAR AND 5 ORS  
SON OF SRI KRISHNA GOPAL PAL  
RESIDENT OF 618 NEW ASHOK NAGAR GOOB GARDEN  
KALYANPUR  
KANPUR NAGAR  
NEAR SUKHDATA HOSPITAL  
UTTAR PRADESH. PIN- 208017.

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 R KARIM  
Advocate for : MR. R M DEKA appearing for PRASHANK KUMAR AND 5 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 : I.A.(Civil)/3365/2024

THE CHIEF VIGILANCE OFFICER  
INDIAN OIL CORPORATION LTD.

SCOPE COMPLEX  
CORE-2 7

INSTITUTIONAL AREA LODHI ROAD

NEW DELHI- 110003.

VERSUS

PRASHANK KUMAR AND 5 ORS  
SON OF SRI KRISHNA GOPAL PAL  
RESIDENT OF 618 NEW ASHOK NAGAR GOOB GARDEN  
KALYANPUR  
KANPUR NAGAR  
NEAR SUKHDATA HOSPITAL  
UTTAR PRADESH. PIN- 208017.

2:THE UNION OF INDIA

REPRESENTED BY THE SECRETARY  
MINISTRY OF PETROLEUM AND NATURAL GAS  
SHASTRI BHAWAN  
NEW DELHI. PIN- 110001.

3:THE INDIAN OIL CORPORATION LTD  
REPRESENTED BY THE CHAIRMAN

3079/3  
JB TITO MARG  
SADIQ NAGAR

NEW DELHI- 110049.

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

CORE-2  
7 INSTITUTIONAL AREA

LODHI ROAD  
NEW DELHI- 110003.

5:THE DEPUTY GENERAL MANAGER  
INDIAN OIL CORPORATION LTD.

HUMAN RESOURCES  
REFINERIES DIVISION

GUWAHATI REFINERY  
NOONMATI

GUWAHATI- 781020.

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 R KARIM  
Advocate for : appearing for PRASHANK KUMAR AND 5 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)/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 SOUMITRA SAIKIA**

**ORDER**

**18.09.2025**

At the request of learned counsel for the parties, matters be listed again on 28.10.2025.

**JUDGE**

**Comparing Assistant**