

GAHC010034922022



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

**Case No. : 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 the Petitioner** : MR. J PATOWARY,

**Advocate for the Respondent** : MR. N DEKA (r-1 to 4), MR R KARIM (r-1 TO 4),MR. B PHUKAN (r-5),MR A R BAROOAH (r-1 to 4),MR. M GOGOI (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)/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 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)/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 RAJESH MAZUMDAR**

**ORDER**

**26.03.2026**

Heard Mr. J. Patowary, learned counsel for the petitioner in WP(C) No.1373/2022; Mr. B.D. Deka, learned counsel for the petitioners in WP(C) No.1069/2023, WP(C) No.1070/2023, WP(C) No.1071/2023, WP(C) No.1075/2023, WP(C) No.1076/2023 and WP(C) No.1077/2023. Also heard Mr. R.J. Baruah, learned APP for the State. Also heard Mr. I. Chowdhury, learned Senior Counsel assisted by Ms. T. Singh, learned counsel for the IOCL.

List these matters on 21.04.2026 for further consideration, as it has been stated that there may be other writ petitions as well which may be required to be taken into consideration at the time of final hearing of these cases.

It is also noted that there are other writ petitions requiring consideration, including WP(C) No. 1380/2026.

Mr. B.M. Deka, learned counsel for the petitioners in WP(C) No. 1069/2023, WP(C) No. 1070/2023, WP(C) No. 1071/2023, WP(C) No. 1075/2023, WP(C) No. 1076/2023, and WP(C) No. 1077/2023, submits that

these writ petitions can be heard without reference to WP(C) No. 1373/2022, WP(C) No. 1069/2023, and WP(C) No. 1380/2026. The same shall be considered on the next date.

**JUDGE**

**Comparing Assistant**