



IN THE HIGH COURT OF JUDICATURE AT MADRAS

ORDERS RESERVED ON : 04.11.2025

ORDERS PRONOUNCED ON : 11.2025

CORAM

THE HONOURABLE MR JUSTICE G.K. ILANTHIRAIYAN

WP No. 23789 of 2025

AND

WP NO. 23832 OF 2025, WP NO. 23797 OF 2025, WMP NO. 26770 OF 2025, WMP NO. 26771 OF 2025, WMP NO. 26784 OF 2025, WMP NO. 26785 OF 2025, WMP NO. 26786 OF 2025, WMP NO. 26825 OF 2025, WMP NO. 26767 OF 2025, WMP NO. 26827 OF 2025, WMP NO. 26829 OF 2025, WP No. 24037 of 2025, WP NO. 24041 OF 2025, WMP NO. 27041 OF 2025, WMP NO. 27043 OF 2025, WMP NO. 27045 OF 2025, WMP NO. 27052 OF 2025, WMP NO. 27055 OF 2025, WMP NO. 27056 OF 2025, WP NO. 24046 OF 2025, WMP NO. 27062 OF 2025, WMP NO. 27061 OF 2025, WMP NO. 27059 OF 2025, WP No. 24303 of 2025, WMP NO. 27359 OF 2025, WMP NO. 27362 OF 2025, WMP NO. 27372 OF 2025, WP NO. 24312 OF 2025, WMP NO. 27358 OF 2025, WMP NO. 27371 OF 2025, WMP NO. 27368 OF 2025, WP No. 25532 of 2025, WMP NO. 28725 OF 2025, WMP NO. 28726 OF 2025, WP NO. 25558 OF 2025, WP NO. 25553 OF 2025, WMP NO. 28705 OF 2025, WP NO. 25561 OF 2025, WP NO. 25564 OF 2025, WP NO. 25552 OF 2025, WP NO. 25549 OF 2025, WMP NO. 28713 OF 2025, WP NO. 25555 OF 2025, WP NO. 25538 OF 2025, WMP NO. 28746 OF 2025, WP NO. 25565 OF 2025, WP NO. 25547 OF 2025, WMP NO. 28747 OF 2025, WMP NO. 28741 OF 2025, WMP NO. 28745 OF 2025, WMP NO. 28749 OF 2025, WMP NO. 28750 OF 2025, WMP NO. 28748 OF 2025, WMP NO. 28742 OF 2025, WMP NO. 28707 OF 2025, WMP NO. 28723 OF 2025, WMP NO. 28735 OF 2025, WMP NO. 28724 OF 2025, WMP NO. 28737 OF 2025, WMP NO. 28738 OF 2025, WMP NO. 28739 OF 2025, WMP NO. 28740 OF 2025, WMP NO. 28732 OF 2025, WMP NO. 28714 OF 2025, WP No. 31184 of 2025, WMP NO. 34929 OF 2025, WMP NO. 34930 OF 2025, WP No. 31588 of 2025, WMP NO. 35398 OF 2025, WMP NO. 35399 OF 2025, WP No. 33390 of 2025, WMP NO. 37546 OF 2025, WMP NO. 37545 OF 2025, WP No. 34234 of 2025, WMP NO. 38376 OF 2025, WP No. 34447 of 2025, WMP NO. 38595 OF 2025, WMP NO. 38593 OF 2025, WP No. 34481 of 2025, WMP NO. 38639 OF 2025, WMP NO. 38640 OF 2025, WP No. 34694 of 2025, WMP NO. 38879 OF 2025, WMP NO. 38882 OF 2025, WP No. 34695 of 2025, WMP NO. 38878 OF 2025, WMP NO.



38880 OF 2025, WP No. 32975 of 2025, WMP NO. 37827 OF 2025, WMP NO. 37829 OF 2025, WP NO. 33716 OF 2025, WMP NO. 36981 OF 2025, WMP NO. 36983 OF 2025, WMP NO. 36985 OF 2025

W.P.No. 23789 of 2025

Aditi Mukherjee
Extension Officer (scientist)
Salim Ali Centre for Ornithology And
Natural History (SACON)
South India Centre of Wildlife
Institute of India Anaikatty P.O.,
Coimbatore- 641 108,
3/657-f, Padmavathy Nagar,
Kalappanaickenpalayam,
Sowayampalayam (post)
Coimbatore- 641 108, Tamil Nadu.

Petitioner(s)

Vs

1. The Union Of India
REP. BY ITS SECRETARY TO
GOVERNMENT OF INDIA
MINISTRY OF ENVIRONMENT,
FORESTS AND CLIMATE CHANGE
(MoEFCC) GOVERNMENT OF
INDIA INDIRA PARYAVARAN
BHAVAN, JORBAGH ROAD, NEW
DELHI-110 003.

2.The Chairman
Governing Body Of Wildlife Institute
Of India Post Box No.18 Chandrabani,
Dehraudn Uttarakhand- 248 001.

3.The President
Society Of Wildlife Institute Of India
(wii) Post Box No.18, Chandrabani,
Dehraudn Uttarakhand- 248 001.

4.The Director
Wildlife Institute Of India (wii) Post



Box No.18 Chandrabani, Dehraudn
Uttarakhand- 248 001.

5.Salim Ali Centre For Ornithology
And
Natural History (sacon) Rep. By The
Director, Wildlife Institute Of India
South India Centre Of Wildlife
Institute Of India Anaikatty Post,
Coimbatore- 641 108.

Respondent(s)

Writ Petition is filed under Article 226 of the Constitution of India for issuance of a Writ of Certiorarified Mandamus to call for the entire records pertaining to the decision taken in respect of the petitioner's employment in the 73rd Governing Body Meeting of the 4th respondent dated 03.09.2024 and impugned office Memorandum issued vide SACON / Admn/ Est/ 44/ 473/ 2024- 2025, dated 26.11.2024 issued by the 5th respondent, and quash the same as violative of the principals of natural justice and directing the respondents to regularize the service of the petitioners from the date of initial appointment till attaining the age of superannuation with all benefits at par with the employees of the 4th respondent after merger of the 5th respondent as per the order in Ref. F. No.FC-11/ 172/ 2022-DGF dated 25.04.2023 issued by the 1st respondent as claimed by the petitioner in her representation dated 13.05.2025 in a time bound period.

For Petitioner(s):	Mr. K. Venkataramani, Senior Counsel for Mr. K. Mohanamurali
For Respondent(s):	Mr. A.R.L. Sundaresan, Additional Solicitor General of India Assisted by Mr. K. Srinivasa Murthy, SPC



COMMON ORDER

These Writ Petitions have been filed challenging the minutes of the 73rd Governing Body Meeting of the 4th respondent dated 03.09.2024 and the consequential Office Memorandum dated 26.11.2024 issued by the 5th respondent, whereby the tenure of the petitioners' services has been extended only up to 31.03.2025.

2. Heard and perused the materials available on record.

3. The Salim Ali Centre for Ornithology and Natural History (hereafter referred to as **SACON**) was established in the year 1990 and was registered under the Societies Registration Act, 1860. It was functioning under the Ministry of Environment, Forest and Climate Change, Government of India. It was functioning as South India Centre of Wildlife Institute of India (hereinafter referred to as **WII**) under the Ministry of Environment, Forest and Climate Change, Government of India, with effect from 01.04.2023.

4. In SACON, appointments to various posts sanctioned by the Ministry of Finance and the Ministry of Environment, Forest and Climate Change, Government of India, were made from time to time on a direct recruitment basis. Based on the recommendations of the 48th, 51st and 53rd Governing



Council Meetings of SACON, with effect from the year 2006, all appointments have been made on tenure on a contract basis, for a period 5 years for teaching staff (scientists) and 3 years for non-teaching staff / administrative staff and the same would be continued till the age of superannuation i.e., 60 years.

5. There was an advertisement issued for the post of Scientists in SACON by direct recruitment. The petitioners applied for the respective posts and were appointed to the post of Extension Officer (Scientists) for the period from 2006 to 2022. Under the pay scale as per 6th Central Pay Commission, with all other benefits applicable to regular Central Government Employees, they were appointed for a period of 5 years on contract basis against posts sanctioned by the Government of India. The tenure is renewable based on performance.

6. Accordingly, they joined service and were issued service registers and permanent identity cards, which remain valid up to their attainment of the age of superannuation.

7. In fact, after completion of their one year of probationary period, promotion was declared to the petitioners. After completion of five years of their service, their services were extended for a further period of five years on the same conditions.



8. The post of Director of the SACON was created in the year 1991 for a tenure of five years and subsequently, it was extend for a further period of five years. The tenure of the Director was once again extended in the year 2001 for a further period five years or till superannuation, whichever is earlier.

9. While being so, as per the recommendations of Cabinet Secretariat, Government of India, dated 09.10.2020, SACON was merged with the Ministry of Environment, Forest and Climate Change, Government of India. Subsequently, a committee was formed to examine the merger of SACON with WII. The committee submitted its report, and based on the report, SACON was merged with WII with effect from 01.04.2023.

10. While accepting the merger, it was observed that in respect of faculty and staff, as per the proposal of merger, since the issue arose due to the disengagement of SACON, all permanent positions of SACON stood abolished from the date of dissolution of SACON. Hence, the only solution was to merge the permanent staff of SACON with the staff strength of WII, who shall be treated as permanent staff of WII from the date of merger and appropriate seniority shall be fixed vis-a-vis with the existing employees of WII. Accordingly, the petitioners submitted representations seeking regularisation



and continuation of their service till the age of superannuation. Since their request was not considered, they were constrained to approach this Court.

WEB COPY

11. While pending writ petitions, the petitioners were served with an Office Memorandum dated 26.11.2024, whereby their tenure was extended only up to 31.03.2025, based on the decision taken by the 73rd WII-Governing Body Meeting held on 03.09.2024. Therefore, the petitioners filed miscellaneous petitions seeking a direction to the 4th respondent to withdraw the Office Memorandum dated 26.11.2024.

12. Finally this Court passed an order in a batch of writ petitions on 30.04.2025 and held that there could be a term that the contract is severable on expiry of a particular tenure and it is the entire contract which has to be examined since it also provides that it can be extended on examination of performance. The only reason on which the contract could be terminated would be lack of performance to the expected level. Therefore, the decision taken by Governing Body to terminate the contract cannot withstand judicial scrutiny.

13. While the pending writ petition, the 73rd Governing Body of WII had taken a decision on 03.09.2024. However, the petitioners did not challenge the same. Therefore, this Court extended the contract period of the petitioners'



services and directed that they be given an opportunity to submit necessary representations, in view of the decision taken in the 73rd Governing Body Meeting of WII. Accordingly, the services of the petitioners were extended till a reasonable opportunity was granted to the petitioners to make representations and to establish whether they fall within the parameters of the said decision or not. They were required to submit the same in the manner known to law.

14. Further, this Court extended the services of the petitioners for a period of three months from the date of the order i.e., 30.04.2025. Therefore, the petitioners submitted representations seeking continuation of their service till they attain the age of superannuation. However, since their request was not considered, the petitioners have challenged the minutes of the 73rd Governing Body Meeting of WII dated 03.09.2024 and the Office Memorandum dated 26.11.2024.

15. Mr. Venkataramani, learned Senior Counsel for the petitioners, submits that the petitioners were appointed against regular vacancies with the scale of pay as per the Central Pay Commission norms. They were paid salaries, allowances and other benefits such as CPF, Medical Reimbursement, Gratuity and LTC, as per the rules of SACON. After completion of their first year service, their probationary period was declared and thereafter, the period of



contract was continued based on their performance. The petitioners were not appointed in the SACON on deputation or only on part-time contractual basis for a maximum period of five years. As per the merger order, it was instructed that the petitioners should be given continuation in service without break, and they should be considered for continuation of the post even after the merger, in accordance with their existing contract. SACON had considered the services rendered by the petitioners and continued their services without any interruption and all the petitioners were eligible to get enrolled for higher studies and to participate in scientific work and research activities. They were also encouraged to register for their Ph.D.

16. All the petitioners were treated on par with regular employees, as their scale of pay was fixed in accordance with the orders of the Government of India. It is relevant to note that all the scientists were eligible to submit project proposals to various agencies, including the Central Government / Central Autonomous Body / State Government / State Autonomous Body / department for necessary funding. In fact, one of the scientists was allowed to retire from service on attaining the age of superannuation, with all terminal benefits. Therefore, there cannot be any contra decision to terminate the services of the petitioners.



17. In support of his contention, he relied upon the decision of the High Court of Uttarakhand at Nainital, wherein the very same issue was dealt with and it was decided that the petitioners are also among the persons for whom the Director has sent a proposal for their regularisation, keeping in view of their long standing service as contractual employee with the WII. Since some of the petitioners were already regularised as directed by the High Court, the same relief was extended to the other petitioners for regularisation on their services for respective posts.

18. Mr. Sharath Chandran, learned counsel for some of the petitioners, submits that the petitioners had a legitimate expectation that their services would be continued till they attained the age of superannuation. One of the principal scientists, who was recruited in the same manner as the petitioners, was allowed to retire on attaining the age of superannuation and he was paid all terminal benefits as a regular employee. Therefore, the petitioners ought not to have been terminated from their respective services.

19. Learned counsel for the petitioners also relied upon the judgment of the Hon'ble Supreme Court in the case of *Jaggo Vs. Union of India and Others* reported in *2024 SCC OnLine SC 3826*, wherein it was held that it is a disconcerting reality that temporary employees, particularly in government



institutions, often face multifaceted forms of exploitation. While, the foundation purpose of temporary contracts may have been to address short-term seasonal needs, they have increasingly become a mechanism to evade long-term obligations owed to the employees.

20. The petitioners were fully qualified and were appointed against the sanctioned posts based on the second sanctioned post by duly following the selection process in accordance with law. Therefore, their appointments cannot be treated as irregular appointments. Learned counsel also relied upon the judgment of the Hon'ble Supreme Court of India in **Civil Appeal No(S). 8558 of 2018** in the case of **Dharam Singh and Others vs. State of Uttar Pradesh and Another**, held as follows:

*“11. Furthermore, it must be clarified that the reliance placed by the High Court on Umadevi (Supra) to non-suit the appellants is misplaced. Unlike Umadevi (Supra), the challenge before us is not an invitation to bypass the constitutional scheme of public employment. It is a challenge to the State's arbitrary refusals to sanction posts despite the employer's own acknowledgement of need and decades of continuous reliance on the very workforce. On the other hand, Umadevi (Supra) draws a distinction between illegal appointments and irregular engagements and does not endorse the perpetuation of precarious employment where the work itself is permanent and the State has failed, for years, to put its house in order. Recent decisions of this Court in Jaggo v. Union of India⁴ and in **Shripal & Another v. Nagar Nigam, Ghaziabad**⁵ have emphatically cautioned that Umadevi (Supra) cannot be deployed as a shield to justify exploitation through long-term “ad hocism”, the use of outsourcing as a proxy, or the denial of basic parity where*



identical duties are exacted over extended periods.

12. We also note the Commission's affidavit filed in 21.04.2025 pursuant to the order of this Court dated 27.03.2025, wherein reference has been made to a supervening reorganisation in 2024, whereby the U.P. Higher Education Services Commission was merged into the U.P. Education Services Selection Commission and, by a Government Order of 05.07.2024, certain Group-C posts were sanctioned while Class-IV/Driver requirements were proposed to be met through outsourcing. We must point out however, that supervening structural change cannot extinguish accrued claims or pending proceedings. The successor body steps into the shoes of its predecessor subject to liabilities and obligations arising from the prior regime. More fundamentally, a later policy to outsource Class- IV/Driver functions cannot retrospectively validate earlier arbitrary refusals, nor can it be invoked to deny consideration to workers on whose continuous services the establishment relied for decades."

21. The common counter filed by the respondents in all the writ petitions, and the submissions made by Mr. A.R.L. Sundaresan, learned Additional Solicitor General of India, in pursuance of the directions of the Cabinet Secretary dated 09.10.2020, shows that, in order to implement the recommendations of Department of Expenditure with regard to Rationalisation of Autonomous bodies, the 1st respondent issued the order of merger of erstwhile SACON with WII by an order dated 25.04.2023. The objective of SACON was to develop an institution of excellence in the fields of ornithology and natural history and to develop and conduct research in all aspects of ornithology and also to develop and conduct courses in ornithology and natural history for students of M.Sc., M.Phil., and Ph.D.



22. Accordingly, SACON can create administrative, technical, ministerial and other posts and make appointments thereto provided that the creation of the Class-I posts and the appointments to these posts will be subject to Rule 13.2. The Rule 10.3 says that the SACON Scope, functions and powers to create posts and frame rules with respect to terms and tenure of appointments, emoluments, allowances, rules of disciplines and other conditions of officers and staff of the SACON.

23. Accordingly, SACON had framed its own set of recruitment and promotion rules for scientific positions and administrative staff. At the time of merger with WII, 7 incumbent employees were permanent, 20 incumbents i.e., petitioners were working on tenure-based contractual appointments. Besides, two officials for the post of Computer Operator and Laboratory Assistant were working on outsource basis. The tenure of the employees engaged on fixed term contract was renewed regularly as per the prevailing erstwhile SACON rules. The tenures of faculties and staff members who have been recruited after 2024 were on fixed term initially for a period of three/five years with a condition that the term of engagement will be extended for a further period on satisfactory performance.



24. After merger with WII, the 72nd Governing Body Meeting of WII was held on 09.04.2024 to look into the issues of the merger of SACON with WII.

On the basis of the Sub Committee report dated 31.07.2024, the regularisation or the permanency of the erstwhile SACON (Tenure basis / contractual basis employees) is not permissible as per the Government rules and regulations. The Governing Body Sub-Committee recommended to fill up the vacant posts through advertisement as per the Recruitment Rule of WII.

25. In the meantime, the petitioners approached this Court in a batch of writ petitions seeking regularisation of their services from the date of their initial appointment and to allow them to continue in service till they attain the age of superannuation with all benefits. While pending writ petitions, a decision was taken in the 73rd Governing Body Meeting, which is as follows:

“(A) Regarding merger of permanent staff of SACON with staff strength of WII: Since the post designation and corresponding pay level for many positions are not identical in the erstwhile SACON,

Coimbatore and WII Dehradun, the matter will be dealt with the revision of Recruitment Rules (RRs) of the WII.

(B) The GB gave post-facto approval for extension of contractual period of Scientists up to 31.03.2025 as follows: (a) Six Scientists whose contractual period has already expired. (b) Three Scientists whose contractual period is about to expire in FY 2024-25.

(C) The GB approved the proposal for continuation of current contractual period for Scientists (Five) up to 30.06.26 whose contractual period extends beyond 2024-25.

(D) The GB approved and directed floating of



advertisement to fill-up the vacant post in WII-SACON forthwith in terms of sanction given by Department of Expenditure.”

WEB COPY

26. This Court, in a batch of writ petitions, passed a common order dated 30.04.2025. The relevant portion reads as follows: -

“83. It is thus seen that though there could be a term that the contract is severable on expiry of a particular tenure, it is the entire contract which has to be examined since it also provides that it can be extended on examination of performance. The only reason on which the contract could be terminated would be lack of performance to the expected level. The reasons to this extent must exist and only then could the contract to be terminated.

84. As stated by the Hon'ble Supreme Court, the expression at any time would only indicate that the contract could be terminated at any time within the stipulated tenure mentioned in the contract. The further terms without assigning any cause would only mean without communicating any cause to the appointee but without assigning any cause would not mean without existence of any cause. Therefore, there must be existence of a cause to terminate the contract and that existence must be breach of terms of the contract. If there had been no breach, there cannot be termination of the contract at will. This has to be read in conjunction with the Judgment in Food Corporation of India (1993) 1 SCC 71 referred supra wherein it had been held that legitimate expectation may not be a distinct enforceable right but failure to consider it would render the decision arbitrary.

85. Therefore, the decision taken by the Governing Body to terminate the contract cannot withstand the judicial scrutiny.

86. However, it is also seen that the petitioners have not impleaded the Ministry of Environment, Forests and Climate Change which is the Administrative Ministry of the respondents. It is not known why the petitioners have chosen not to implead the said Ministry. They are a necessary party and the ultimate deciding authority relating to the service conditions of the petitioners. Even pending the writ petition, the decision of the 73rd Governing Body of WII dated 03.09.2024 had come to the



WEB COPY



knowledge of the petitioners and an additional affidavit had also been filed by the petitioners. Still, that decision had not been challenged. By that decision, some protection has been actually afforded to the petitioners.

87. In view of that intervening circumstance, it can only be stated that the respondents will necessarily have to extend the contract period of the petitioners and the petitioners would have to be given an opportunity to submit necessary representations in view of the decision of the 73rd Governing Body of WII and express whether they abide by the decision taken therein or question it in manner known to law. There has been no application filed seeking amendment of the relief sought.

88. The relief sought is for a Mandamus to regularize and confirm the petitioners till they attain the age of superannuation. But since a decision had been taken pending the Writ Petition in the 73rd Governing Body meeting of WII, protection of service could be extended only till reasonable opportunity is granted to the petitioners to examine whether to abide by that particular decision and if they do, they can fall within the parameters of the said decision and if they do not, they will have to take it up in manner known to law. The service conditions of the petitioners are protected and they are given a period of three months from this date to exercise their option to either abide with the said decision or to challenge the same in manner known to law. Till the expiry of three months from this date, the service of the petitioners shall be protected.”

27. Thereafter, the petitioners submitted representations. In response, the respondents through the Office Memorandum dated 15.07.2025, stated that the Ministry, vide its order dated 25.04.2023 has already conveyed that all permanent positions of the erstwhile SACON have ceased since the day of dissolution of the society of SACON. Hence, Director of WII may communicate the decision of the Ministry regarding end of services of the employees of erstwhile SACON.



28. Admittedly, the petitioners were engaged purely on fixed term contract basis in SACON. The terms and condition of the contractual engagement had always been laid down and specified in respective offer of appointment containing the terms and conditions for contractual engagement duly signed and accepted by the petitioners. Therefore, they are well aware of the factual position that their engagement was on fixed term contract basis. As per the law and rules of SACON regarding the tenure of employeeess, which is as follows:-

“(i) An appointment to a post where is no provision for regular appointment at the pay scale of SACON shall be for a period of one year extendable on a yearly basis as a fresh contract subject to a maximum of 5 years.

(iii) An appointment on scale of pay for regular posts shall be for more than 1 year to a maximum period of 5 years, after which it may be extended as fresh contract.

(vii) after getting the recommendation of RAPC /extension committee, the Director may approve of the extension where he/she is the appointing authority. In case the Governing Council is appointing authority, the Director shall place the proposal before the Governing Council along with his/her recommendation.”

29. As per the conditions of service, the appointment is initially for a period of 5 years / 3 years on contract and out of the said period, the first year shall be treated as the probationary period. After expiry of the probationary period, the contract shall be renewed on the basis of performance.



30. Further, the appointment may be terminated without assigning any reason by the committee and termination may be made without notice and without payment of salary in lieu thereof, during the period of probation. Therefore, no preferential treatment is to be accorded to the petitioners and their claim for regularisation is wholly governed by the terms and conditions of their engagement as well as the recruitment rules of SACON, as amended from time to time. Further, the petitioners were never given any impression that they would be appointed in regular employment, nor was any such assurance or understanding ever conveyed to them. They merely observed that regular services continued in SACON. At all times, it was made unequivocally clear that they would not be entitled to any preference against vacancies, or against sanctioned or regular posts, solely on the ground of having worked under SACON on a contractual basis. After main terms and conditions of their engagement, they volunteered for fixed tenure on contractual engagement from time to time. Now it is not open for them to turn around the same and seek regularisation or absorption.

31. Mr. AR.L. Sundaresan, learned Additional Solicitor General of India, relied upon the judgment of the Hon'ble Supreme Court of India in the case of *Secretary, State of Karnataka and Others vs. Umadevi and Others* dated 10.04.2006.



32. The above judgment is squarely applicable to the case on hand and the petitioners are not entitled to regularisation or absorption. In fact, the issue regarding extension of the tenure of contract of the petitioners was discussed in the 74th meeting of the Governing Body held on 17.04.2025, wherein it was decided that the existing contract and any request for extension require legal examination.

33. By the office memorandum dated 15.07.2025, and as per the order dated 25.04.2023, it has already been clarified that all permanent positions of the erstwhile SACON stand ceased from the date of dissolution of SACON.

34. The petitioners were appointed on a fixed-term contract basis and therefore, cannot be considered as permanent staff of SACON. SACON was an independent and separate legal entity under the Ministry of Environment, Forest and Climate Change. Accordingly, it was governed by the orders and regulations formulated or adopted by its Governing Body. Being employees of SACON, the petitioners were bound by those rules. Hence, no parity or equality can be claimed by the petitioners with the rules and regulations governing the employees of the Government of India. Therefore, the Governing Body / Sub-Committee recommended that the vacant posts be filled by advertisement as per



the recruitment rules of WII, since the petitioners are not entitled to regularisation or permanent absorption.

WEB COPY

35. In view of the above, this Court finds no infirmity or illegality in the minutes of 73rd Governing Body Meeting of the 4th respondent dated 03.09.2024 and the Office Memorandum dated 26.11.2024. Therefore, all the writ petitions are devoid of merits.

36. Accordingly, these Writ Petitions are dismissed. Consequently, connected miscellaneous petitions are closed. There shall be no order as to costs.

-11-2025

AT

Index:Yes/No

Neutral Citation:Yes/No

Note : Registry is directed to
incorporate cause title for all
the cases and issue order copy.



To

1.The Union Of India

REP. BY ITS SECRETARY TO

GOVERNMENT OF INDIA MINISTRY OF
ENVIRONMENT, FORESTS AND CLIMATE
CHANGE (MoEFCC) GOVERNMENT OF
INDIA INDIRA PARYAVARAN BHAVAN,
JORBAGH ROAD, NEW DELHI-110 003.

2.The Chairman

Governing Body Of Wildlife Institute Of India
Post Box No.18 Chandrabani, Dehraudn
Uttarakhand- 248 001.

3.The President

Society Of Wildlife Institute Of India (wii)
Post Box No.18, Chandrabani, Dehraudn
Uttarakhand- 248 001.

4.The Director

Wildlife Institute Of India (wii) Post Box
No.18 Chandrabani, Dehraudn Uttarakhand-
248 001.

5.Salim Ali Centre For Ornithology And

Natural History (sacn) Rep. By The Director,
Wildlife Institute Of India South India Centre
Of Wildlife Institute Of India Anaikatty Post,
Coimbatore- 641 108.



WEB COPY

WP No. 32975 of 2025



G.K. ILANTHIRAIYAN, J.

AT

Pre-delivery Order made in **WP No. 23789 of 2025**

WP NO. 23832 OF 2025, WP NO. 23797 OF 2025, WP No. 24037 of 2025, WP NO. 24041 OF 2025, WP NO. 24046 OF 2025, WP No. 24303 of 2025, WP NO. 24312 OF 2025, WP No. 25532 of 2025, WP NO. 25558 OF 2025, WP NO. 25553 OF 2025, WP NO. 25561 OF 2025, WP NO. 25564 OF 2025, WP NO. 25552 OF 2025, WP NO. 25549 OF 2025, WP NO. 25555 OF 2025, WP NO. 25538 OF 2025, WP NO. 25565 OF 2025, WP NO. 25547 OF 2025, WP No. 31184 of 2025, WP No. 31588 of 2025, WP No. 33390 of 2025, WP No. 34234 of 2025, WP No. 34447 of 2025, WP No. 34481 of 2025, WP No. 34694 of 2025, WP No. 34695 of 2025, WP No. 32975 of 2025, WP NO. 33716 OF 2025,

-11-2025