



PSU · MAP #11

PSU Executive Trainee — the GATE ticket into a Maharatna, and how far the ladder really goes



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Clear GATE, join as an Executive Trainee, run a power plant or gas terminal. Strong pay from day one, a secure climb to mid-management — and a narrow door to the top.

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THE 30-YEAR JOURNEY

For the first dozen years almost everyone climbs the same way: the early grades come on time served and a clean record. Then the ladder narrows. Most executives settle in middle management. A small number clear every selection board, take every posting, and reach General Manager. These are the two paths.

SALARY PROJECTION

If you joined today

Figures as of June 2026

3rd PRC (2017) IDA scales, IDA @ 54.1% (from 01.04.2026), township/metro posting, promotions on the stated path. Both paths are the same until about year 13, then split between executives who clear every selection board (selection path) and those who settle in middle management (time-scale). IDA revises every quarter, so these figures move through the year. PRP (performance pay) is paid separately and can add a large annual sum. We update this every year.

YEAR	MILESTONE	TIME-SCALE PATH where most settle	SELECTION PATH if you clear every board
0	Joining (ET)	E1 · ₹78k Both paths identical so far · Executive Trainee	
5	Senior Engineer	E3 · ₹1.22L Both paths identical so far · Senior Engineer	
12	Manager	E5 · ₹1.6L Both paths identical so far · Manager	
22	Paths split	E6 · ₹1.8L Senior Manager	E8 · ₹2.5L Assistant General Manager
32	Retirement range	E7 · ₹2.1L Chief Manager	E9 · ₹3.1L General Manager

In-hand figures, township/metro posting, PRP excluded. Paths are identical until ~year 13, then split. Snapshot dated June 2026, IDA @

541%.

Sarkari Job Guide does not claim this salary structure. The figures come from the verified sources listed on the career page.

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ABOUT

About Sarkari Job Guide

Visual career maps for government jobs in India. Each map shows the full 30-year path: pay at every stage, promotion timelines, and the costs nobody mentions.

Salaries and rules change. Read the latest version:

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