

Certified Registered Nurse Anesthetists

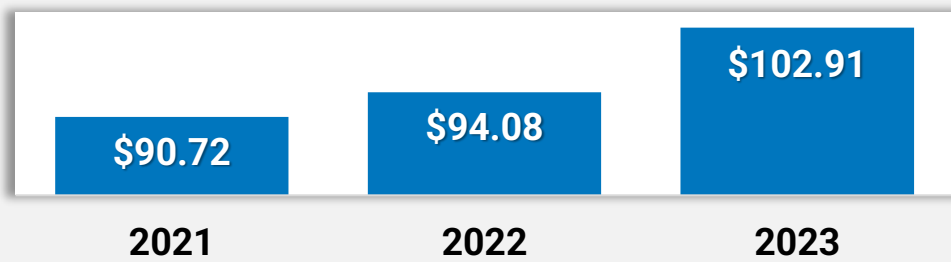
Compensation and Pay Practices

Compensation for certified registered nurse anesthetists (CRNAs) continues to increase at rates greater for those than of nurse practitioners and physician assistants. This increase reflects the effort organizations are making to address labor shortages for this in-demand specialty and manage increasing surgical volume.

SullivanCotter's [Advanced Practice Provider \(APP\) Compensation and Productivity Survey](#) provides critical base salary and total cash compensation benchmarking information for APPs, including CRNAs. The survey features detailed insight into CRNA-specific pay practices. View highlights from the 2021-2023 survey results to learn more.

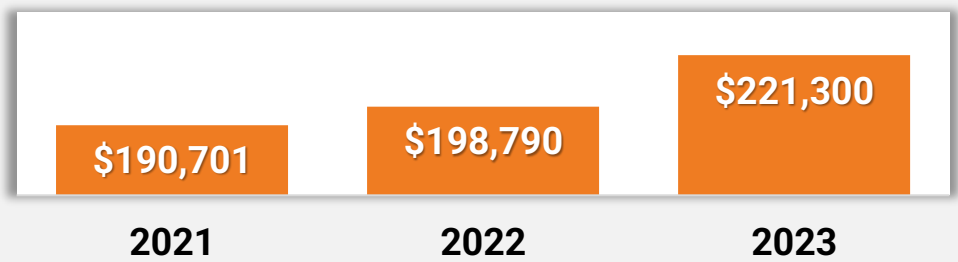
Base Salary and Total Cash Compensation

Median Base Pay Hourly Rate



Median base pay hourly rate increased by **9.4%** from 2022-2023

Median Total Cash Compensation



Median TCC increased by **9.6%** from 2022-2023

Source: SullivanCotter 2021-2023 Advanced Practice Provider Compensation and Productivity Survey

Pay Practices, Work Effort and Employment Status

While CRNAs are vital members of this growing workforce, the unique nature of their roles includes key differences in work effort and premium pay practices when compared to other APPs

55.2%
of organizations
employ their
CRNAs



69.9%

of organizations
utilize **sign-on
bonuses** with a
median maximum
bonus amount of
\$15,000



60.5%

of organizations provide
shift differentials for evenings,
weeknights, or holidays



Median PTO Hours: **212**

Median Required Work Hours: **1956**

86.6%
are exempt
FLSA status



29.35%

use employment
agreements for
all or some of
their CRNAs

Source: SullivanCotter 2022 Advanced Practice Provider Compensation and Productivity Survey

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Looking for additional CRNA insights? Contact-Us@sullivancotter.com