

Certified Registered Nurse Anesthetists

Compensation and Pay Practices

SullivanCotter's [APP Compensation and Productivity Survey](#) provides critical, data-driven insight into changes in compensation and pay practices for certified registered nurse anesthetists (CRNAs).

Given the high demand for CRNAs, it's important to stay up to date on the latest market trends and benchmarks.

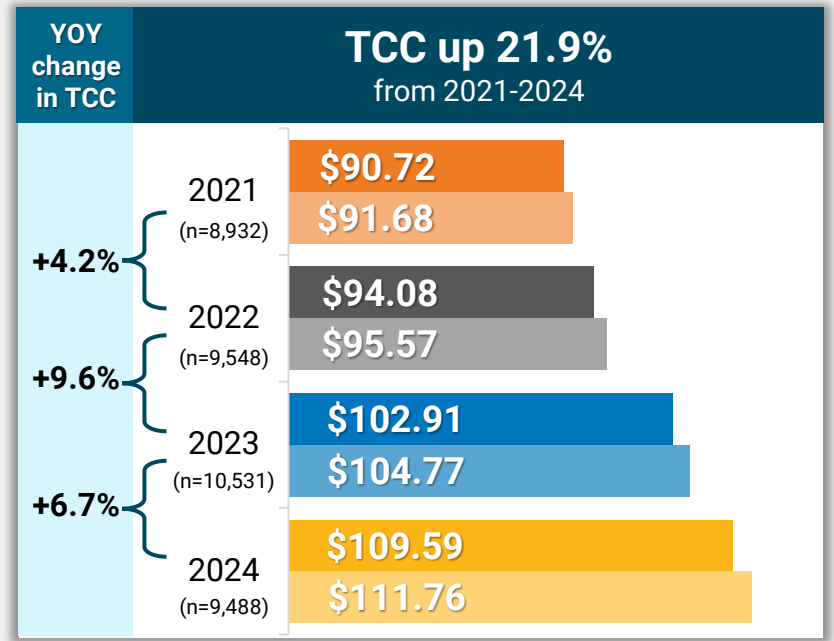
Dive deeper into the data with highlights from our 2024 survey results!

Base Salary and Total Cash Compensation

Compensation for CRNAs is increasing faster than it is for both nurse practitioners and physician assistants. This is due to changes in CRNA education requirements and ongoing anesthesiology workforce shortages.

TCC for CRNAs grew by 9.6% from 2022-2023 alone. This large increase was likely due to the increase in surgical procedures as COVID-19 restrictions were lifted.

Compensation is expected to increase over the next 3-5 years as the demand for CRNAs remains and staffing shortages persist.



* Total Cash Compensation (TCC) Hourly Rate calculated using 2,080 annual hours excluding premium.

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** when compared to other APPs.

59% of organizations employ their CRNAs



79% of organizations use sign-on bonuses as CRNA turnover remains high

Median: \$20,000
Range: \$5,000 - \$50,000



45% of organizations provide shift differentials



82% of organizations provide a CME allowance
Median amount: \$2,500



Although this amount is modest, CME allowance is an important component of a competitive CRNA compensation strategy



88% are exempt FLSA status

43% use contract agreements



Median PTO Hours on Hire: 200
Median PTO Hours at 5 years: 240
Median Required Work Hours: 1,820

Source: SullivanCotter 2024 Advanced Practice Provider Compensation and Productivity Survey

