

A background image showing a group of diverse healthcare professionals, including a man in blue scrubs in the foreground and several others in white coats behind him, all smiling. The image is overlaid with a semi-transparent blue filter.

Certified Registered Nurse Anesthetist (CRNA) Insights

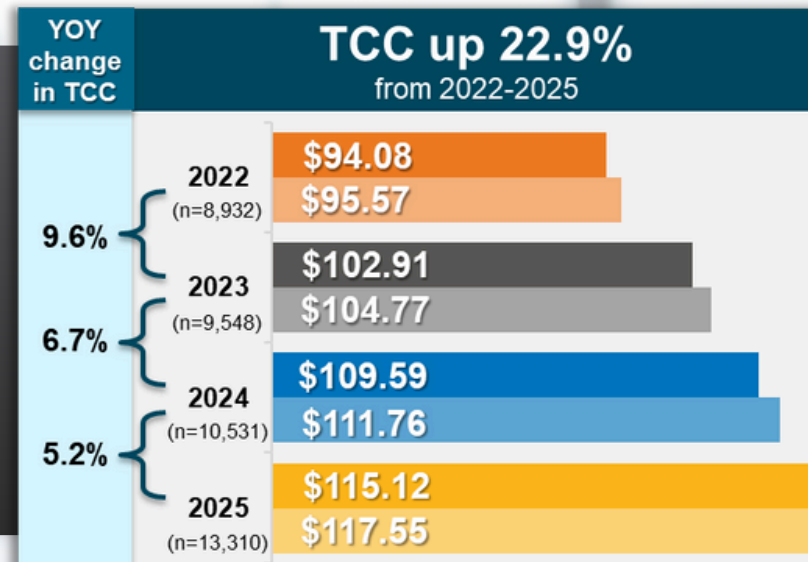
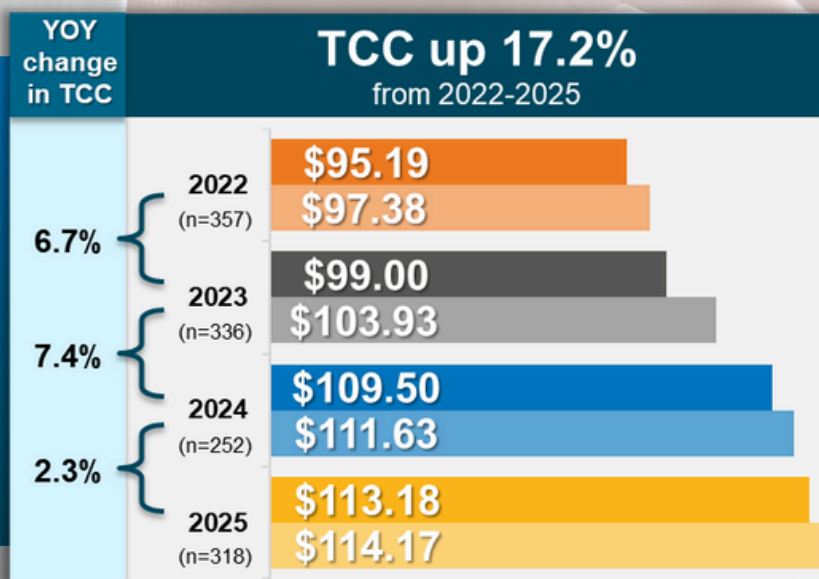
Stabilizing Pay, Shifting Incentives: The New CRNA Compensation Landscape

Base Pay and Total Cash Compensation

While CRNA compensation is still on the rise, growth is starting to stabilize after two years of steep increases. However, market shortages for this workforce will likely continue to impact pay for the next 5-10 years.

CRNA

Median Compensation – Hourly Rates



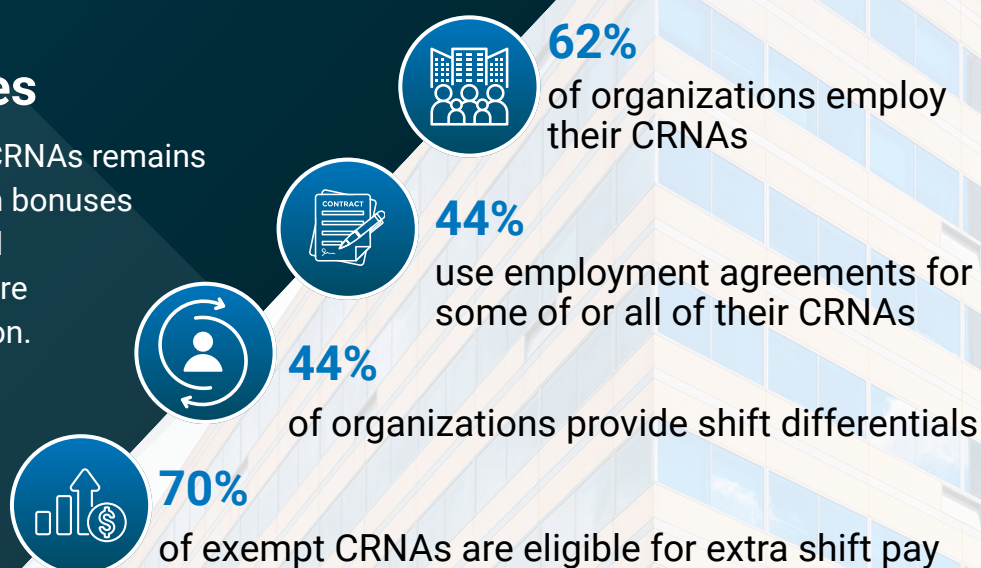
Pediatric CRNA



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

Pay Practices

Compensation for CRNAs remains a key focus. Sign-on bonuses are widespread, and retention bonuses are increasingly common.



Prevalence of Organizations Providing Shift Differentials

Most pay a dollar per hour increase, while others pay a percentage of base rate

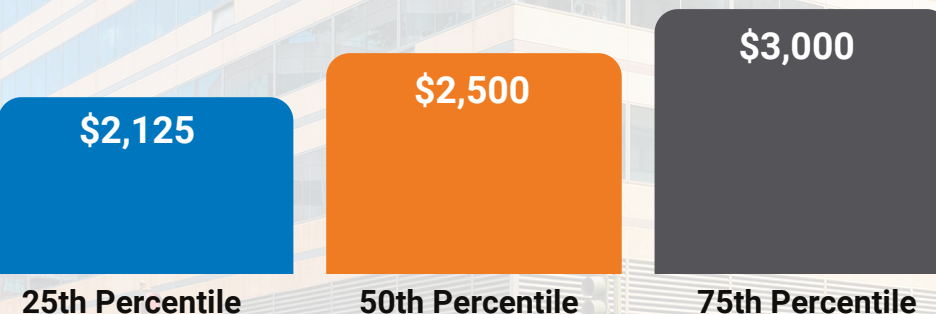


CRNA CME Allowance

Prevalence

83%

Average Allowance Range



80%

of organizations are offering sign-on bonuses

Median amount: \$20,000

48%

of organizations are offering retention bonuses whereas

70%

require payback if a CRNA leaves within 2 years

Median amount: \$10,000

Student Loan Repayment Offered:

25%

