

Position Requirements

- + What kind of case mix is there?
- + Do the CRNAs do all types of cases?
- + Who makes the assignments? When are they made?
- + Are there any call requirements? How are nights/weekends/holidays covered?
- + Is call part of your workweek, or in addition to regularly-scheduled OR hours?
- + Is call from home, or is it in-house? How is the next day handled?
- + Do CRNAs provide anesthesia at one facility, or multiple locations? Do CRNAs have to travel to all hospitals in the health system, and if so, in the same day?

Anesthesia Department/Group Information

- + Are the CRNAs hospital employees, group employees, or 1099 independent contractors?
- + How many CRNAs are affiliated with the hospital? Any anesthesia assistants? Any anesthesia technicians?
- + Is there an anesthesia residency program? A CRNA educational program? An AA program?
- + Is there a head CRNA/chief CRNA? How long have they been with the group?
- + How long does it take to get credentialed with the hospital/facility?
- + What is the turnover for CRNAs in your group/department?

Practice-Related Information

- + Is there any orientation period? How long?
- + Is your group/department comfortable/experienced with taking a new graduate?
- + If in an opt-out state, confirm that facility bylaws do not require supervision to align with state law.
- + How are CRNA services billed (e.g., medical direction or QZ)?
- + Which types of blocks are CRNA credentialed and privileged to do?

- + Is there a pre-anesthesia clinic where patients are seen prior to surgery?
Who sees the patients?
- + Is there opportunity for invasive line placement? Which ones?
Are there any invasive lines CRNAs do not place?
- + What kind of relationship does the anesthesia department have with the surgeons?
- + How quick is the room turnover between cases? Is there support for room cleaning, anesthesia equipment setup, etc?
- + Are CRNAs responsible for covering the PACU? ICU? ED?

Compensation & Benefits

- + Are the CRNAs paid hourly or salaried? How many hours do the CRNAs typically work in a week?
- + What is the scheduling like? What kind of flexibility is there in scheduling?
- + Is this 1099 or W-2?
- + How much vacation is included? Do the CRNAs need to find their own vacation coverage?
- + Is there any continuing education reimbursement (meetings, professional dues, etc)? Is time off provided for continuing education?
- + How are sick days vs. vacation days vs. holidays vs. CME days handled?
- + Is insurance provided (Life insurance, short-term and long-term disability insurance)?
- + Is medical insurance provided? Dental? Vision? How comprehensive is the coverage?
- + How is malpractice insurance handled?
- + Is parking included, or is it paid by the employee?
- + What sort of retirement plan is in place for CRNAs (401k vs. 403b vs. pension vs. profit-sharing)?
- + Is there any reimbursement/assistance for relocation?

Check out the AANA resources below for quick, trusted support and guidance.

- [Practice Management](#)
- [1099 CRNA Institute](#)
- [Contact Services MAP](#)

Questions? Write us at practice@aana.com.

