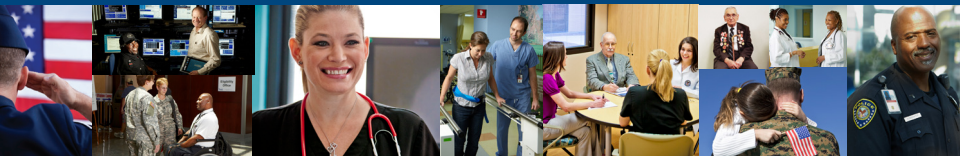


I'm not just a CRNA.
I'm at the heart
of Veterans care.

Mike, VA CRNA



Become a VA Certified Registered Nurse Anesthetist.



Veterans Health
Administration

Why VA?

The **best care** starts with the **best opportunities.**

More than a century ago, President Lincoln made a promise to America's servicemen and women, pledging the care and concern of a grateful Nation for the sacrifices they made to preserve freedom. Since 1930, the mission of the Department of Veterans Affairs (VA) has been to keep that promise.

Today, Department of Veterans Affairs has grown into one of the largest, most technologically advanced health care systems in the United States. We have employees who work at more than 153 medical centers, 909 ambulatory and community-based outpatient clinics, 135 nursing homes, and a number of other facilities across the country.

At VA we strive to provide a professional, supportive environment where our patients, *and you*, can thrive.



VA and certified registered nurse anesthetists.

VA medical facilities provide a professional environment that is free from the financial pressures often faced in the private sector.

Because of this, we're able to offer our certified registered nurse anesthetists (CRNAs) the freedom to grow professionally, as well as the ability to practice with a higher degree of autonomy within an anesthesia care team model.

At VA, we seek to employ only the highest-quality CRNAs. And, for their commitment to providing quality health care for our Nation's Veterans, we offer competitive salaries, first-rate employment benefits, extensive education support, tuition reimbursement programs, nationwide job transfer opportunities, and ample paid leave.



The best **patients.**



Veterans have a special camaraderie with each other, and they extend that bond to their clinical care team. From injured active duty personnel to Veterans of all ages, our patients rely on their VA caregivers to deliver unique and resourceful treatment.

Our CRNAs also routinely interact one-on-one with Veterans, while providing consultation and guidance as part of their overall treatment program.

As a result, the entire VA care team, including our CRNAs, receives the deepest appreciation from the many brave, grateful individuals who have served our Nation.

The best **networking.**

As the largest health care network in the Nation, VA provides our employees access to a system that offers the best in professional collaboration, advancement and educational opportunities. And, newer VA CRNAs have the ability to increase their proficiency through mentoring programs with experienced CRNAs and anesthesiologists.

Our CRNAs are vital members of our medical community, and are an essential part of the clinical care teams that provide America's Veterans with the best care.



The best **technology.**

Take your career to a **higher level.**

Our philosophy is simple: technology-driven care enhances staff performance and improves patient results.

That's why VA prides itself on having medical centers that offer modern, state-of-the-art equipment. And, after years of development, VA now has the most comprehensive computerized patient records system in the Nation. The system puts individual Veteran medical records, lab results, x-rays, EKGs, and more at the fingertips of the entire patient care team, including our CRNAs.

Since the system is linked to every VA facility across the country, the care team can instantaneously pull up a visiting Veteran's records, like progress notes and prescriptions, to make more informed patient decisions.

We also utilize technology to enhance our CRNAs' professional development. Computer-based networking (mail groups), teleconferences, and online training sessions enable our CRNAs to communicate across the country to learn new information, share research, and exchange best practices.



Specialized **training** for specialized **career paths.**

CRNAs with a special interest in clinical education or research will be pleased to find an environment rich with college and university affiliations at VA.

Our numerous educational affiliations allow our CRNAs and anesthesiologist students access to a more robust educational learning platform and clinical rotations. Additionally, VA has a partnership with the U.S. Army Medical Department Center and School in Texas to educate interested and qualified VA critical care nurses in this field.

Many of our CRNAs choose to guide our student nurse anesthetists educational training and clinical rotations. Others participate in designing and conducting ongoing research projects in conjunction with various institutions to further advance the field of anesthesiology.

VA provides our CRNAs with a wider range of opportunities that fully utilize their skills in the operating room, as well as during conscious sedation and pain management procedures. While the surgical workload in the operating room remains consistent, the anesthesia workload outside the operating room has been increasing - allowing VA CRNAs an additional area of opportunity. In consultation with the anesthesia care team, VA CRNAs often take the lead to:

- Assess patients' conditions and plan the appropriate anesthetic procedures
- Make recommendations for tests and medications based upon the review of patient records in VA's computerized system
- Administer a variety of anesthetic procedures, including invasive monitoring and regional anesthetics
- Supervise recovery from anesthesia and aid in establishing discharge policy protocols

Did you know **that VA:**

- Employs about 657 certified registered nurse anesthetists
- Provides clinical rotations for nurse anesthetist trainees across the country through affiliations with accredited CRNA training programs
- Serves a population of more than 8 million Veterans, providing inpatient care to over 650,000 Veterans and managing more than 75 million outpatient visits each year
- Has facilities in all 50 states, U.S. territories, and the District of Columbia
- Is committed to improving patient care through the use of technology, including a Computerized Patient Record System (CPRS), wireless handheld connectivity, and more
- Works cooperatively with the Department of Defense to provide special care programs to active duty military personnel with spinal cord injuries, traumatic head injuries, and amputations
- Provides medical care backup to military hospitals during national emergencies, and operates command centers to coordinate services through the National Disaster Medical Service during major disasters
- In the last five years, VA has grown its CRNA staff by over 30% and will continue growth for the next seven years



Mobility is just one of the advantages of working for VA. We offer employment opportunities from coast to coast and beyond. So, whether you enjoy living beach side, in a bustling metropolis or in the serene countryside, there's likely a VA facility nearby.

The education to **fit in.** The opportunity to **stand out.**

Department of Veterans Affairs recognizes the importance of ongoing education and the benefit it provides to both Veteran patients and employees. We encourage career development for our CRNAs through the following programs (all of which are subject to the availability of funding at each facility):

EDUCATION DEBT REDUCTION PROGRAM (EDRP)

Reduce your qualifying school loan debt with a VHA loan reimbursement program. To qualify, EDRP must be offered within the recruiting VHA Medical Center's vacancy announcement for a qualifying position that provides patient care services.

IN-SERVICE EDUCATION PROGRAMS

These programs are offered locally and through the VA Employee Education System (EES).

TUITION SUPPORT PROGRAM

Employees in health care disciplines identified as VA shortage categories are eligible for funding to enroll in job-related courses, continuing education courses, and conferences. Travel funding for outside continuing medical education conferences is often available.

TUITION REIMBURSEMENT PROGRAM

Tuition reimbursement may be available to full-time VA employees who are enrolled in any accredited nursing degree program, from associate to doctoral degrees. Prerequisite courses needed for acceptance into a degree program are also funded.

UPWARD MOBILITY TRAINING PROGRAMS

These programs offer, on a competitive basis, opportunities to advance to higher-level positions.

EMPLOYEE INCENTIVE SCHOLARSHIP PROGRAM (EISP)

This scholarship program allows VHA employees to further their education and obtain degrees qualifying them for health care positions for which recruitment and retention is difficult (such as becoming a CRNA). To date, 57 VA CRNAs have received EISP awards.

Better benefits. The best care.

VAs mission is to provide the best possible care for America's Veterans. In return for helping VA achieve this goal, VA offers extensive employment benefits.

LEAVE AND INSURANCE

- 26 days paid annual (vacation/personal) leave; may accumulate up to 685 hours of paid leave
- 13 days paid annual sick leave; no limit on accumulation of hours
- 10 paid annual Federal holidays
- 15 days paid annual military leave
- Family and Medical Leave Act, which allows employees to take up to 12 weeks of leave for medical reasons, for the birth or adoption/foster care of a child, and for the care of a child, spouse, or parent who has a serious health problem
- Choice of group health insurance plans with the majority of premiums paid by the Federal Government; insurance may become effective as soon as the first full pay period after beginning duty
- Term life insurance with coverage based on salary and with the cost shared by the Federal Government; family and additional coverage options available

RETIREMENT

Employees are covered by the Federal Employees' Retirement System (FERS). FERS, a three-tier retirement plan, is comprised of Social Security benefits, FERS basic benefits, and the Thrift Saving Plan (TSP). TSP is a tax-deferred savings plan with an automatic base contribution and partial matching of employee contributions by the Federal Government.





MOBILITY

Did you know at VA you could be a CRNA just about anywhere? VA medical facilities are located in all 50 states, the District of Columbia, Puerto Rico, and the Philippines. Our employees may transfer to any location where there is an available vacancy without loss of benefits and usually no loss in pay. Some VA facilities are also authorized to pay relocation costs in selective cases where a high need is demonstrated to fill a CRNA position. Multiple licenses are not required.

LIABILITY PROTECTION

VA CRNAs are protected by the Federal Tort Claims Act when functioning within their Federal scope of practice. This statute provides immunity from personal liability for damages arising from medical malpractice or negligence by health care personnel of the Veterans Health Administration (VHA) in furnishing medical care or treatment in the exercise of their official duties in or for VHA.

AWARDS AND HONORS

VA offers both monetary and honorary recognition for overall superior performance, as well as special or unique achievements. In addition, employees who offer creative solutions to problems or ideas for improving procedures and services can earn substantial monetary awards.

ADDITIONAL BENEFITS

- Smoke-free and drug-free workplace
- Childcare at some facilities
- Childcare subsidy program
- Free parking at most facilities
- Transit subsidy programs at most facilities
- Uniform allowance (if applicable)
- Credit unions
- Employee association
- Dining facilities and tax-free retail store
- Employee wellness programs



VA hiring policies.

QUALIFICATIONS

Minimum qualifications for appointment as a VA CRNA are:

- U.S. citizenship (non-citizens may be appointed on a temporary basis when qualified citizens are not available)
- Current, full, active, and unrestricted license as a graduate professional nurse in a State, Commonwealth, or Territory (e.g., Puerto Rico) of the United States or the District of Columbia
- Certification by the Council on Certification of Nurse Anesthetists
- Personal interview
- English language proficiency (spoken and written)
- Satisfactory physical examination; may include drug screening
- Graduation from a school of professional nursing approved by the appropriate state-accrediting agency at the time the applicant completed the program. And, graduation from a school of anesthesia approved by the American Association of Nurse Anesthetists





SALARY INFORMATION

- VA CRNAs are compensated according to a Locality Pay System (LPS). The LPS is designed to ensure that VA CRNAs are paid competitive rates within the local labor markets. As such, salary ranges vary according to facility location
- Starting salaries and grades are recommended by a CRNA Professional Standards Board, based on the nature and extent of professional education, training, and experience
- CRNAs are awarded regular increases within each grade based on satisfactory performance
- Accelerated increases within each grade may be awarded for professional achievement or sustained high-level performance and professional competence
- CRNAs may request periodic consideration for promotion to a higher grade based on meeting the qualification standard for the higher grade
- CRNAs may be paid overtime and other forms of premium pay

Call the Human Resources Management Office at your local VA health care facility or visit VAcareers.va.gov to learn more. For more information, call **1-800-949-0002**.

How to Apply:

VAcareers.va.gov

VA can take you anywhere you want to live and work. We have facilities in all 50 states, the District of Columbia, and U.S. Territories. So, whether you're a confirmed urbanite, fond of the beach, or in search of peaceful Midwestern landscapes, you can explore VA CRNA opportunities.

Because hiring decisions are made locally, you should apply directly to the CRNA Recruiter or Human Resources Management Office at the VA health care facility where you desire employment consideration. Information about VA CRNA and application procedures may be obtained from any VA facility.

Veteran employment information can also be obtained by contacting

VAplacementservice@va.gov

The toll-free number is **1-800-949-0002**

Employment information and job applications can also be found on the Internet at

VAcareers.va.gov



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