AUTONOMY

TEAMWORK

RESPONSIBILITY

Department of Veterans Affairs
An Equal Opportunity Employer

CERTIFIED REGISTERED NURSE ANESTHETISTS

The Best Care
The Best Careers

VA CAREER OPPORTUNITIES

The Career You Want. The Future You Deserve.

"To Care for Him Who Shall Have Borne the Battle and for His Widow, and His Orphan."

- Abraham Lincoln, March 1865

WHY VA?

THE BEST CARE

VA – Keeping the Promise to Those Who Served

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, VA offers veterans one of the largest, most comprehensive health care systems in the United States with more than 158 hospitals, 800-plus ambulatory and community-based outpatient clinics, 132 nursing homes, and many other facilities, such as domiciliaries and readjustment counseling centers.

THE BEST EMPLOYMENT

VA and Certified Registered Nurse Anesthetists

Free from the financial pressures of the private sector, VA offers certified registered nurse anesthetists (CRNAs) the ability to practice with a high degree of autonomy within the anesthesia care team model. As a result, VA seeks to employ quality CRNAs with excellent credentials. In return for their commitment to quality health care for our Nation's veterans, VA offers its CRNAs competitive salaries, first-rate employment benefits, extensive education support and tuition reimbursement programs, nationwide job transfer opportunities, and ample paid leave. Consider a career as a VA CRNA and be rewarded by the essential role you'll play in helping VA keep the promise to those who served.

THE BEST PATIENTS

Young or old, male or female, it doesn't matter: 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, often for complex medical conditions. As a result, the entire VA care team receives deep appreciation from many brave, grateful individuals who have served our Nation. VA CRNAs routinely interact one-on-one with veterans, addressing their questions and concerns, and providing consultation and guidance as part of their overall treatment program.

THE BEST TEAM

VA CRNAs are vital members of the clinical care teams that provide America's veterans with the best care. Our CRNAs work directly with anesthesiologists, surgeons, nurses, and other health care professionals to make informed patient care decisions. Newer CRNAs increase their proficiency through VA mentoring programs with experienced CRNAs and anesthesiologists.

THE BEST TECHNOLOGY

VA is committed to a philosophy of technology-driven care that enhances staff performance and improves patient results. VA medical centers offer practice settings that feature modern, state-of-the-art equipment. After years of development, VA now has the most comprehensive computerized patient records system in the Nation. The system puts each veteran's medical records, lab results, x-rays, EKGs, and more at the fingertips of the entire patient care team. Since the system is linked to every VA facility across the country, the care team can instantaneously pull up a vacationing veteran's records, like progress notes and prescriptions, to make more informed patient decisions.

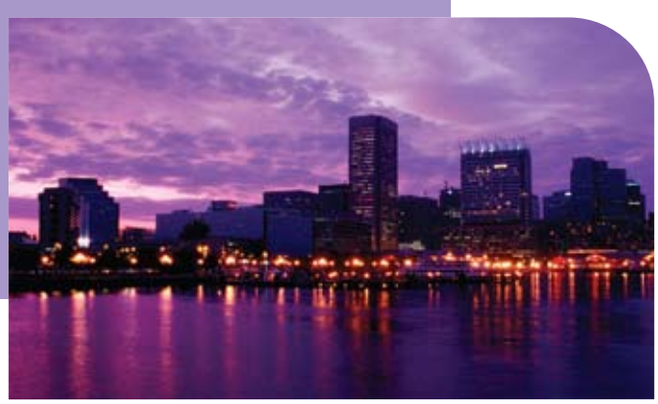
VA also utilizes technology to enhance professional development. Computer-based networking (mail groups), teleconferences, and online training enable VA CRNAs across the country to learn new information, share research, and exchange best practices.

"I am a new hire in the Minneapolis VA Department of Anesthesia, having recently completed the CRNA program at the VA School of Anesthesia in Minneapolis. Being an anesthetist at VA has been a great experience thus far. With such a unique patient population, VA offers many challenges and clinical experiences that you cannot get at other institutions. The other CRNAs have been wonderful mentors and resources when I have questions regarding certain cases or anesthetics. I'm proud to be an anesthetist working in the VA system and look forward to continuing my career here."

— Garrett Peterson
CRNA, MS, Minneapolis

Urban Beat

Nightlife doesn't get any better when you live in urban America. From New York City to Chicago, VA offers employment opportunities in rhythm with the Nation's coolest hotspots.



OPPORTUNITIES

OFFERING A WIDE RANGE OF OPPORTUNITIES FOR CRNAS

As one of the largest health care systems in the Nation, VA provides you with a wider range of opportunities to fully utilize your skills in the operating room, as well as during conscious sedation and pain management procedures. In consultation with the anesthesia care team, VA CRNAs often take the lead to:

- **Assess patients' conditions to plan the appropriate anesthesia**
- **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**

PROVIDING A RICH ENVIRONMENT FOR CLINICAL EDUCATION AND RESEARCH

CRNAs with a special interest in clinical education or research find a rich environment at VA because of our numerous affiliations with colleges and universities. Many CRNAs and anesthesiologists guide student nurse anesthetists' educational training and clinical rotations. Many others design and conduct ongoing research projects in conjunction with various learning institutions to further advance the field of anesthesiology.

"VA provides a variety of challenging cases along with a great benefit package in a pro-education environment."

— Beverly O'Connor-Griffin CRNA, St. Petersburg

Did you know that VA:

- Employs about 500 certified registered nurse anesthetists
- Provides clinical rotations for nurse anesthetist trainees across the country through affiliations with accredited CRNA training programs
- Provides inpatient care to about 750,000 veterans and manages more than 40 million outpatient visits each year through medical centers and supporting facilities
- 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, 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

BENEFITS

VA's 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.

Coastal Living

Hot sun, sandy beaches, and great times with friends – all are yours when you live near the coast. Choose a VA facility near the West Coast or East Coast and all your downtime is beach time.

MOBILITY

VA medical facilities are located in all 50 states, the District of Columbia, Puerto Rico, and the Philippines. An employee may transfer to any location where there is an available vacancy without loss of benefits. Multiple licenses are not required. CRNAs may practice in any VA medical facility, regardless of location, with a current, full, active, and unrestricted license as a professional nurse. Facilities are also authorized to pay relocation costs in selective cases where a high need is demonstrated to fill a CRNA position.

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.

WORKPLACE 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

"My job as a VA CRNA is not an easy one; veterans are a medically complex patient population. But I am proud and honored to serve each and every veteran. My service to them can't compare to the sacrifices they have made to serve our country, but I can attempt to pay them back with kindness and the highest quality of anesthesia care available. Working for VA is a very rewarding career; I grow every day in my anesthesia skills, as a health care provider, and as a person."

— Ellen LaFleur
MSN, CRNA, St. Petersburg

EDUCATION

EDUCATIONAL OPPORTUNITIES

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

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).

"I like and stay in the VA health system because of its true anesthesia care team concept. VA anesthesiologists do not place false barriers to my practice, and I'm able to use all the skills I learned as a CRNA."

— Pauline Brault
CRNA, Durham

PERSONNEL 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)
- Graduation from a school of professional nursing approved by the appropriate state accrediting agency at the time the applicant completed the program (For those who have graduated from foreign schools of professional nursing, possession of current and active licensure will meet the graduation requirements.)

  And

  Graduation from a school of anesthesia approved by the American Association of Nurse Anesthetists
- 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

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.

The Heartland Choice

Sun-soaked prairies in summer, snow-covered rolling hills in winter – the Midwest is a nature lover's dream. Working for VA, you have a broad choice of locations in the Nation's heartland.

— Deborah West
CRNA, Fayetteville

"I have been in practice 23 years in a variety of clinical settings and have been employed at this VAMC for slightly over a year. While working here, I have enjoyed an environment that allows and encourages nurses to use critical thinking to provide appropriate, compassionate, quality state-of-the-art care. The VA system provides an enjoyable, professional work environment with job satisfaction and loyal team members."

HOW TO APPLY

You should contact the Anesthesia Service or the Human Resource Management Service at the VA health care facility where you desire employment consideration. Hiring decisions are made locally. However, information about VA CRNA programs and application procedures may be obtained from any VA facility. Arrangements can be made to have the required personal interview and physical examination conducted at the facility most convenient to you.

Employment information can also be obtained by contacting the Department of Veterans Affairs, Placement Service (10A2D), 1555 Poydras Street, Suite 1971, New Orleans, LA 70112. The toll-free number is **1-800-949-0002**. Employment information can also be found on the Internet at **http://www.VAcareers.va.gov**.

The Deputy Director of VA's National Anesthesia Service is available to answer questions. Contact information for the current Deputy Director can be located through the staff page of the National Anesthesia Service Web site at **http://www.anesthesia.med.va.gov**.

vacareers
www.vacareers.va.gov

VA HEALTH CARE FACILITIES

To gain a first-hand view of VA health care, you are invited and encouraged to visit. Please call or write to arrange for an appointment. Telephone numbers for each facility are listed in local telephone directories under "U.S. Government." Or you can address correspondence to: Human Resource Management Service, VA Medical Center, [City, State, ZIP Code] (listed below).

ALABAMA
Birmingham (35233)
Montgomery (36109)
Tuscaloosa (35404)
Tuskegee (36083)

ALASKA
Anchorage (99508)

ARIZONA
Phoenix (85012)
Prescott (86313)
Tucson (85723)

ARKANSAS
Fayetteville (72703)
Little Rock (72205)

CALIFORNIA
Bakersfield (93301)
Fresno (93703)
Livermore (94550)
Loma Linda (92357)
Long Beach (90822)
Los Angeles (90012)
Martinez (94553)
Menlo Park (94025)
Palo Alto (94304)
San Diego (92161)
San Francisco (94121)
Santa Barbara (93110)
Sepulveda (91343)
West Los Angeles (90073)

COLORADO
Denver (80220)
Grand Junction (81501)
Pueblo (81004)

CONNECTICUT
Newington (06111)
West Haven (06516)

DELAWARE
Wilmington (19805)

DISTRICT OF COLUMBIA
Washington (20422)

FLORIDA
Bay Pines (33708)
Gainesville (32608)
Lake City (32055)
Miami (33125)
Tampa (33612)
West Palm Beach (33410)

GEORGIA
Augusta (30904)
Decatur (Atlanta 30033)
Dublin (31021)

HAWAII
Honolulu (96819)

IDAHO
Boise (83702)

ILLINOIS
Chicago (Lakeside 60611)
Chicago (West Side 60612)
Danville (61832)
Hines (60141)
Marion (62959)
North Chicago (60064)

INDIANA
Fort Wayne (46805)
Indianapolis (46202)
Marion (46953)

IOWA
Des Moines (50310)
Iowa City (52246)
Knoxville (50138)

KANSAS
Leavenworth (66048)
Topeka (66622)
Wichita (67218)

KENTUCKY
Lexington (40511)
Louisville (40206)

LOUISIANA
Alexandria (71306)
New Orleans (70146)
Shreveport (71101)

MAINE
Togus (04330)

MARYLAND
Baltimore (21201)
Fort Howard (21052)
Perry Point (21902)

MASSACHUSETTS
Bedford (01730)
Boston (02130)
Northhampton (01053)
Brockton (02401)
West Roxbury (02132)

MICHIGAN
Ann Arbor (48105)
Battle Creek (49015)
Detroit (48201)
Iron Mountain (49801)
Saginaw (48602)

MINNESOTA
Minneapolis (55417)
St. Cloud (56303)

MISSISSIPPI
Biloxi (39531)
Jackson (39216)

MISSOURI
Columbia (65201)
Kansas City (64128)
Poplar Bluff (63901)
St. Louis (63125)

MONTANA
Fort Harrison (59636)
Miles City (59301)

NEBRASKA
Grand Island (68803)
Lincoln (68510)
Omaha (68105)

NEVADA
Las Vegas (89106)
Reno (89520)

NEW HAMPSHIRE
Manchester (03104)

NEW JERSEY
East Orange (07018)
Lyons (07939)

NEW MEXICO
Albuquerque (87108)

NEW YORK
Albany (12208)
Bath (14810)
Bronx (10468)
Brooklyn (11209)
Buffalo (14215)
Canandaigua (14424)
Castle Point (12511)
Montrose (10548)
New York (Manhattan 10010)
Northport (Long Island 11768)
St. Albans (11425)
Syracuse (13210)

NORTH CAROLINA
Asheville (28805)
Durham (27705)
Fayetteville (28301)
Salisbury (28144)

NORTH DAKOTA
Fargo (58102)

OHIO
Chillicothe (45601)
Cincinnati (45220)
Cleveland (44106)
Columbus (43203)
Dayton (45428)

OKLAHOMA
Muskogee (74401)
Oklahoma City (73104)

OREGON
Portland (97207)
Roseburg (97470)
White City (97503)

PENNSYLVANIA
Altoona (16602)
Butler (16001)
Coatesville (19320)
Erie (16504)
Lebanon (17042)
Philadelphia (19104)
Pittsburgh (Highland Drive 15206)
Pittsburgh (University Drive 15240)
Wilkes-Barre (18711)

PHILLIPPINES
Manila (96515) (FPO AF)

PUERTO RICO
San Juan (00921)

RHODE ISLAND
Providence (02908)

SOUTH CAROLINA
Charleston (29401)
Columbia (29209)

SOUTH DAKOTA
Fort Meade (57741)
Hot Spring (57747)
Sioux Falls (57117)

TENNESSEE
Memphis (38104)
Mountain Home (37684)
Murfreesboro (37129)
Nashville (37212)

TEXAS
Amarillo (79106)
Austin (78741)
Big Springs (79720)
Bonham (75418)
Dallas (75216)
El Paso (79925)
Houston (77030)
Kerrville (78028)
Martin (76661)
San Antonio (78284)
Temple (76504)
Waco (76711)

UTAH
Salt Lake City (84148)

VERMONT
White River Junction (05009)

VIRGINIA
Hampton (23667)
Richmond (23249)
Salem (24153)

WASHINGTON
American Lake (Tacoma 98493)
Seattle (98108)
Spokane (99205)
Walla Walla (99362)

WEST VIRGINIA
Beckley (25801)
Clarksburg (26301)
Huntington (25704)
Martinsburg (25401)

WISCONSIN
Madison (53705)
Milwaukee (53295)
Tomah (54660)

WYOMING
Cheyenne (82001)
Sheridan (82801)

Learn more online about our VA Health Care facilities at www.VAcareers.va.gov

IB 10-12
September 2004