

## The impact of the use of employee functional flexibility on patient safety.

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Salvador RO, Gnanlet A, McDermott C. The impact of the use of employee functional flexibility on patient safety. *Personnel Rev.* 2020;50(3):971-984. doi:10.1108/pr-10-2019-0562.

<https://psnet.ahrq.gov/issue/impact-use-employee-functional-flexibility-patient-safety>

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Prior research suggests that functional flexibility has benefits in several industries but may carry [patient safety risks](#) in healthcare settings. Using data from a national nursing database, this study examined the effect of unit-level nursing functional flexibility on the incidence of hospital-acquired [pressure ulcers](#). Results indicate that higher use of functionally flexible nurses was associated with a higher number of pressure ulcers, but this effect was moderated when coworker support within the unit was high.