



Case Study

How Juno Lighting Group Reduced OSHA Recordables by 93%

A Partnership for Prevention Leads to Better Health Outcomes



About Juno Lighting Group

Juno Lighting Group is a leading manufacturer of lighting fixtures and related products. Since 1976, they have been serving customers throughout North America, including electrical distributors, lighting showrooms, contractors, architects, engineers, lighting designers and commercial facilities.

Juno Lighting Group is a unit of Schneider Electric, a global leader in the electrical industry with sales in excess of \$30 billion US dollars.

The Challenge

Juno Lighting Group was struggling with high injury rates and worker's compensation costs.

Upon contacting ErgoPlus for services in 2006, the Juno Lighting Group Fishers, Indiana facility was experiencing high levels of recordable injuries and illnesses. In 2005, the facility experienced thirty (30) OSHA recordable injuries and had a medical incidence rate of 20.29.

Although there was an active safety team, there was not a formal process in place to reduce the risks associated with these injuries. There was no ergonomics team and no process to identify ergonomic improvement opportunities. Workplace athletes weren't trained in proper body mechanics, ergonomics, or self-care best practices. There was no early reporting of fatigue to put preventive measures in place.

Left unchecked, these MSD risk factors eventually led to a steady stream of frustrating, costly, and painful injuries.

The Solution

Juno Lighting Group partnered with an ErgoPlus injury prevention specialist to implement a full range of controls to mitigate MSD risk.

Injury prevention specialist Mark Middlesworth began making regular visits to the Juno Lighting Group facility to implement and execute the ErgoPlus System.



Mark Middlesworth, MS, ATC/L, CEES

Mark Middlesworth is the owner and president of Ergonomics Plus. Mark is a 1982 Purdue University athletic training graduate, and received his Master's Degree in 1983 from Syracuse University.

Mark is a Certified Athletic Trainer with advanced training and certification in ergonomics – what we call an “injury prevention specialist.” His expertise and the prevention-focused approach of the ErgoPlus System combined to help Juno Lighting Group reduce all risk factors related to MSDs.

Services Delivered

Establishment

Establish a culture of prevention and safety.

- Needs analysis
- Strategic planning

- Leadership training
- Warm-up stretching program

Ergonomics

Quantify and control ergonomic risk factors.

- Program design
- Ergonomic assessments
- Ergonomics training
- Cost-justification
- Solutions development
- Design guidelines
- Job rotation analysis
- Program management

Early Intervention

Uncover and control early warning signs of fatigue.

- Early fatigue identification
- Root cause identification
- One-on-one consultations
- Work method training
- Body mechanics training
- Self-care training
- Weekly follow-up

Education

Empower your workforce to execute best practices.

- Ergonomics
- Work methods
- Work recovery
- Lifting technique
- Self-care tools
- Counteractive stretching
- Tool selection

Evaluation

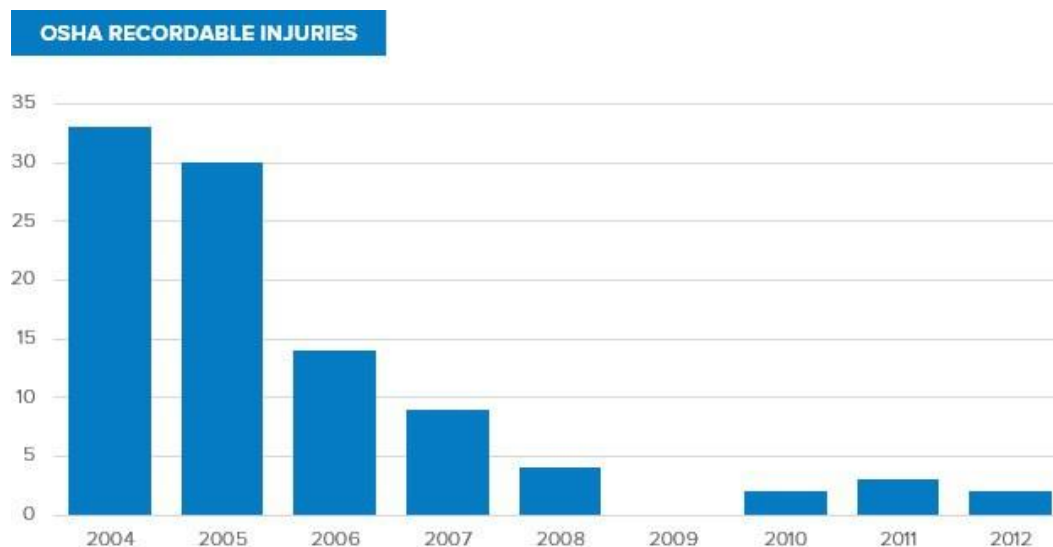
Drive continuous improvement and innovation.

- Monthly, quarterly, annual reports
- Continuous improvement opportunity identification
- Cost-benefit analysis

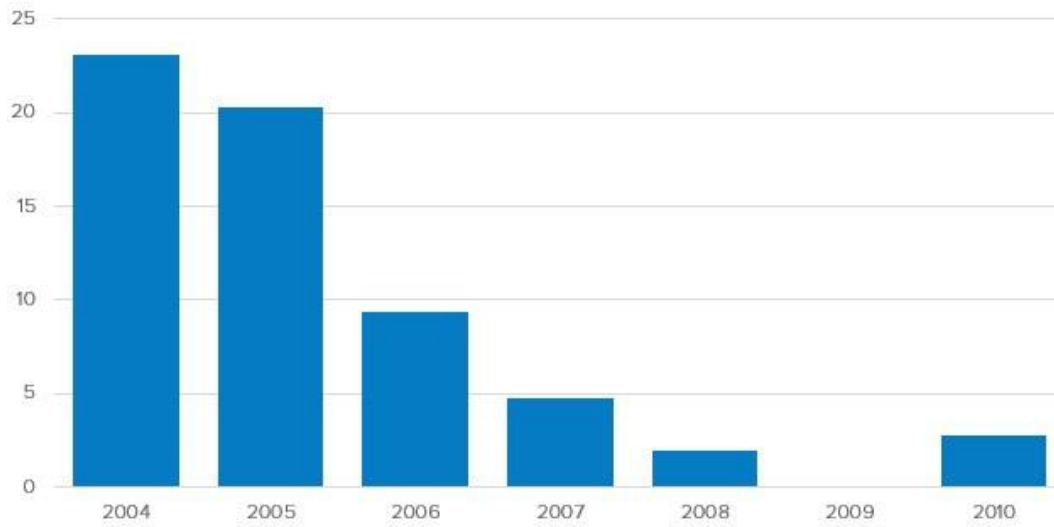
The Results

A focus on prevention shifts musculoskeletal health from a cost center to a profit center.

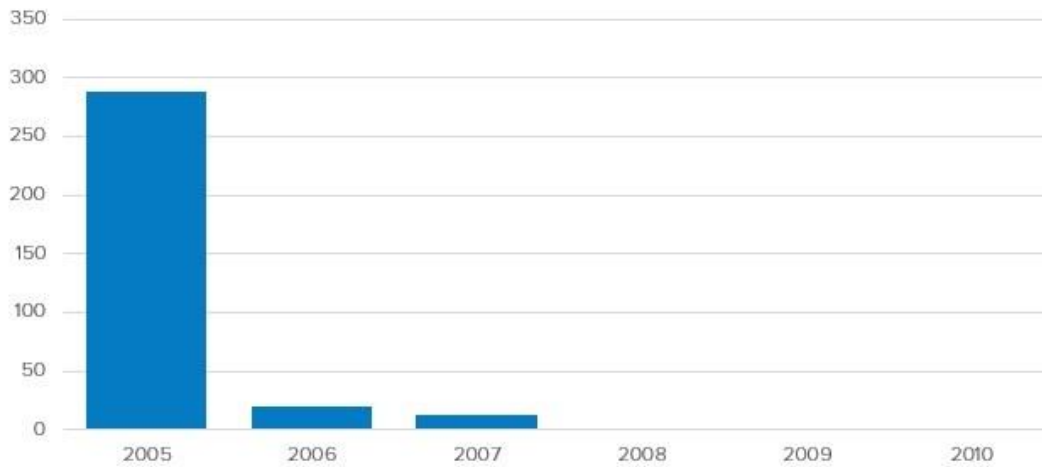
Ultimately, the truest measure of our performance is the success of our clients. Here are the results of our partnership with Juno Lighting Group so far - this is what happens when the right expertise combines with the right process to create world-class results:



MEDICAL INCIDENCE RATE



LOST WORKDAYS





**Empowering Safety Teams to Achieve
Injury-Free Work Performance**

[Contact Us](#)

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