



Johnson Matthey's Ergonomics Evolution: Innovating Worker Health & Safety with VelocityEHS



Introduction

Johnson Matthey (JM) is a global leader in sustainable chemical manufacturing technologies that has long recognized the importance and value of ergonomics in maintaining a healthy and safe work environment. With a genuine commitment to reducing workplace injuries and improving employee well-being, JM continues to refine its approach to ergonomics process management.

As a user of VelocityEHS Industrial Ergonomics (originally known as Humantech) for over a decade, JM's ergonomics process has evolved side-by-side with the continuing innovations of the Industrial Ergonomics solution, transitioning from the original paper-based risk assessment tools to the state-of-the-art digital ergonomics technologies currently offered with the software.

The results speak for themselves. Between 2018 and 2025, JM recorded reductions in ergonomic-related injuries. The company's Ergonomic Recordable Injury and Illness Rate improved substantially, with a 97% reduction over the 5-year period. This decline, spanning over 35 sites and more than 5,000 operational employees, truly underscores the effectiveness of JM's ergonomics approach.

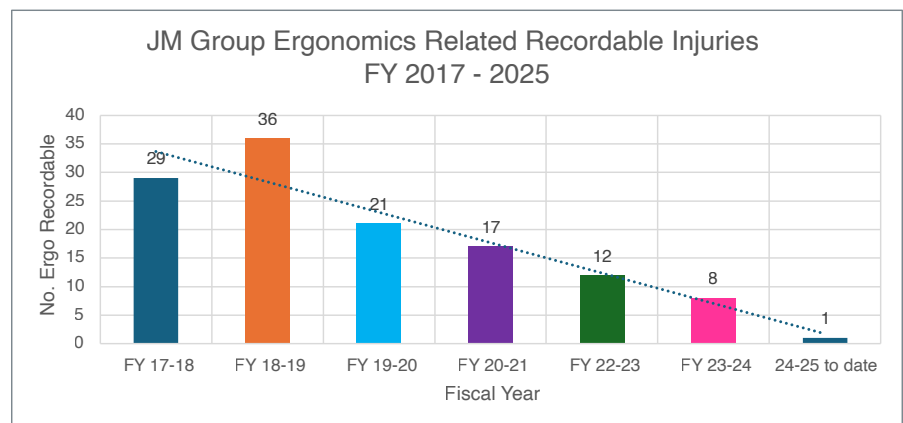
"I am pleased to say that with the good work carried out on our sites and the steps we have taken, we have seen a significant reduction in recordable injuries due to poor ergonomics across JM."

Alex Wilson, Group Head of Health at JM

Initial Barriers to Success

Early in their ergonomics journey, JM initially faced some hurdles. Specifically, they had challenges getting site-level ergonomics teams to engage with the old paper-based Humantech tool, as well as standardizing risk assessment processes across locations. Alex Wilson, Chartered Occupational Hygienist and Group Head of Health at JM knew that overcoming these challenges required transitioning from inconsistent, manual assessments toward a data-driven approach that provided more actionable insights.

As Alex recalls, "Initially [one of the biggest challenges] was engaging site teams to participate and buy into the tool. The paper-based tool and the manual whole body assessment took time and a relatively strong understanding of risks which required getting people and teams on board."



Overcoming Challenges Through Innovation

Since JM's initial implementation of VelocityEHS Industrial Ergonomics, the software has evolved to include embedded training modules that have helped JM establish a baseline understanding of MSD risks. This ensures that all users, regardless of expertise level, can effectively use the software and perform more consistent, accurate assessments.

In more recent years, introduction of advanced AI-assisted motion capture technologies including [new 3D motion capture](#) has replaced the manual assessment tool and further standardized and democratized MSD risk assessment processes across each of JM's sites.

As Alex puts it, "Since the release of the motion capture technology, we have seen a boom in the number of users, the establishment of Ergo teams at our sites, and the number of assessments being performed. This has been driven not only by the new technology but also a push from the company that has made ergonomics a specific focus for risk reduction over the last 5 years. Combined, it has resulted in a ground swell of interest and engagement which, in turn, drives risk understanding and risk reduction."

The AI motion capture technology also allows JM to automate otherwise complex manual calculations and perform assessments with greater accuracy than manual assessments can achieve, all while making assessments easier for workers to perform. The motion capture capability has significantly enhanced JM's ability to engage their workers, visualize ergonomic risks, and pinpoint areas for improvement.

Alex adds that another highly valuable aspect of the software is the newly added machine-learning capabilities which provide automated suggestions for identifying MSD risk causes and selecting the most effective job improvements by leveraging embedded ergonomics expertise and historical MSD risk data. This feature has empowered JM's site teams to take more proactive steps in mitigating risks and foster a culture of continuous improvement.

The Impact: Measurable Improvements in Health & Safety and Engagement

Since adopting VelocityEHS, JM has seen a dramatic increase in ergonomics engagement and risk awareness. A pivotal moment in this transformation was JM's 2020 ergonomics campaign which highlighted the importance of proper ergonomic practices. This campaign not only raised awareness but also catalyzed the widespread adoption of the VelocityEHS software. The campaign's momentum, combined with continued software innovation, has solidified ergonomics as a core component of JM's EHS strategy.

Key Features Driving Success

There are several features and benefits of the VelocityEHS software that contributed to the success of their ergonomics process:

- **Advanced 3D Motion Capture:** risk visualization and assessment capabilities allowed JM's ergo teams to better understand high-risk postures and movements while making assessments easier, more accessible, and more engaging for workers.
- **Simple & Effective Dashboards:** The reporting tools within the software provided clear, actionable insights into MSD risks and job improvements, and helped streamline quarterly reviews.
- **Integrated Expert Training:** By standardizing ergonomics training and MSD risk awareness, the platform ensured that all employees could effectively contribute to risk reduction and job improvement efforts.

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Lessons Learned and Advice for Others

Looking back on JM's ergonomics journey, Alex emphasized the importance of setting clear goals and having both a well-developed plan and the tools necessary to reach them. He also reiterated the importance of empowering employees to take part in the ergonomics process and job improvement efforts. A key strategy for empowering their workers is the creation of ergonomics teams. Alex notes that, "We have found that empowering people to join site ergo teams is a great way to gain momentum. Sites with ergo teams see more success than sites whose EHS teams go it alone."

In addition, integrating ergonomics into the design phase of new processes and equipment has proven to be one of the most effective long-term strategies for JM. While technologies like VelocityEHS are invaluable, fostering a culture of ergonomics awareness and continuous improvement remains the key to sustained success.

Looking Ahead

JM continues to refine its ergonomics approach with a focus on addressing all ergonomics-related injuries, not just those classified as recordable. The company is also committed to adopting future innovations to help ensure that their workforce remains safe, healthy, and productive.

For organizations embarking on their own ergonomics journey, JM's experience serves as a powerful testament to the impact of data-driven, employee-focused strategies. With the right tools, commitment, and workplace culture, significant injury reduction and workplace improvements are well within reach.



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