



Case Study

How Latham Pools Reduced
Injuries By 91% and Saved
Significant Workers' Comp
Costs with TuMeke



latham



latham

Company Name

Latham

Company Size

1K-5K Employees

Industry

Manufacturing

Learn More

lathampool.com

Executive Summary

Latham Pools implemented TuMeke's AI-driven injury prevention platform to tackle rising ergonomic injuries and high workers' compensation costs across its locations. The result was a safer, more productive workplace with quantifiable improvements.

91% reduction in sprains and strains

Injuries dropped from 23 cases in 2022 to just 2 cases in 2024.



Significant savings on injury-related costs

Reduced workers' compensation claims and minimized unnecessary payouts.



Boosted employee morale and productivity

Fewer injuries and modified duty cases led to more engaged, efficient employees.



TuMeke has changed the game for us. It's not just a tool for validation, it's a way to ensure our employees stay safe and healthy, which ultimately improves our bottom line.

“

ANGELICA DANIELS

Regional EHS Manager



Introduction

For over six decades, Latham has been a leader in designing, manufacturing, and marketing in-ground swimming pools across North America, Australia, and New Zealand. Known for shaping the backyard lifestyle, Latham is not just a pool company; they have established themselves as a trusted partner to homeowners with the broadest branded portfolio in the industry.

However, like many large organizations, Latham faced an increasing number of ergonomic injuries that **affected employee safety and threatened their bottom line.**

The Challenge: A Strain on Safety and Productivity

Despite their industry-leading position, Latham found themselves grappling with a rising number of sprains and strains. Without an in-house ergonomist at any of their >20 locations and no consistent method to validate the root causes of these injuries, the company faced a growing issue. Employees frequently reported ergonomic injuries, but without video evidence or data, verifying these claims proved challenging.



As **Angelica Daniels**, a Regional EHS Manager at Latham, explained “**Sprains and strains were our highest percentage injury across the organization, and it had been a challenge for years.**”

These injuries impacted Latham in many ways:

- + **Rising injury claims:** Ergonomic injuries were increasing, and it became difficult to differentiate between legitimate and false claims.
- + **Lack of an ergonomic expertise:** None of Latham’s locations had a dedicated ergonomist to assess risk and prevent injuries.
- + **No visual training tool:** Employees didn’t have a clear way to see or understand how their actions were leading to injuries, which hampered training efforts.
- + **Low morale:** The rise in injuries led to decreased morale and productivity, with some workers taking advantage of unverifiable claims to get time off work.

As injuries multiplied, so did the company’s costs. Latham faced increased recordables, higher workers’ compensation costs, and a shrinking workforce due to employees either being out with injuries or working in modified roles.



Choosing TuMeke: A Comprehensive Solution

Faced with these challenges, Latham sought a solution that would enable them to prevent injuries, validate claims, and reduce their costs. After evaluating their options, they chose TuMeke, a cutting-edge AI-driven injury prevention platform. Key reasons TuMeke stood out amongst their options included:

1 Proactive risk reduction:

By analyzing video footage of jobs being performed, TuMeke helped identify risks before they led to injuries.

2 Scalability

TuMeke could be used across multiple locations, even without on-site ergonomists.

3 Training tool

It provided a visual, easy-to-understand platform for teaching employees how to avoid ergonomic risks.

4 Risk validation

TuMeke allowed Latham to validate or deny ergonomic injury claims, ensuring that only legitimate cases were recorded.

With the decision made, Latham implemented TuMeke across key locations.

They trained champions at each site, ensuring that both team leaders and employees were engaged with the program. The real test would be whether TuMeke could deliver measurable results.



Implementing TuMeke: Early Successes

Latham quickly began using TuMeke to assess incidents and prevent future injuries. One of the most notable successes came from a simple, yet common, task: employees bending over conveyor belts to fold products.



BEFORE TUMEKE

This repetitive motion was causing back strain and leading to numerous injuries.



AFTER TUMEKE

Employees were retrained on proper form, with their ability to safely perform the task validated through TuMeke's assessments.

Using TuMeke's AI-driven assessment, Latham identified the risk and adjusted the process—employees were taught to let the conveyor bring products to them, avoiding unnecessary bending. The result led to less strain on workers' backs and a dramatic reduction in sprain and strain injuries.



"TuMeke's assessments **were crucial in getting buy-in** from employees and showing them how to correct their postures in a way that makes sense."

— Angelica Daniels

Another success story involved an employee returning to work after a non-work-related injury. The employee claimed that the task given to them was exacerbating their injury, potentially leading to another workers' comp case. Using TuMeke's video assessment, Latham was able to show that the task posed a low risk, preventing a costly and unnecessary claim.



The Results: Quantifiable Safety Improvements

TuMeke's impact at Latham was both immediate and profound. By using the platform, the company saw substantial improvements across the board:

91% reduction in sprains and strains:

At their Brantford and Scotia locations, sprains and strains dropped from 23 cases in 2022 to just 2 cases in 2024.



Savings in injury-related costs:

By reducing sprains and strains from 23 to 2, Latham was able to drastically reduce their workers' compensation claims.



Increased employee morale:

With fewer injuries, employees were more engaged and productive.



Increased productivity:

Fewer workers on modified duty meant more hands-on deck, boosting overall productivity.



TuMeke not only **helped prevent new injuries** but also **served as a powerful tool in validating injury claims**, helping Latham deny unwarranted claims and reduce costs further.



Conclusion: A Safer, More Productive Workplace

For Latham, the partnership with TuMeke has been transformational. By addressing the root causes of ergonomic injuries and providing a scalable solution that doesn't require on-site ergonomists, **TuMeke has empowered Latham to take control of their workplace safety.** The combination of fewer injuries, lower costs, and increased employee morale has positioned Latham for continued success—not just as a leader in the pool industry, but as a safer, more efficient operation.

Of the partnership, Angelica said, “TuMeke has changed the game for us. It's not just a tool for validation, it's a way to ensure our employees stay safe and healthy, which ultimately improves our bottom line.”

By leveraging TuMeke's technology, Latham is proving that proactive ergonomic safety is not just possible—it's essential to running a successful, large-scale operation. The story of their partnership with TuMeke stands as a testament to the power of AI-driven safety solutions in creating safer, more productive workplaces.

“TuMeke **has changed the game for us.** It's not just a tool for validation, it's a way to ensure our employees stay safe and healthy, which ultimately improves our bottom line.”

ANGELICA DANIELS
Regional EHS Manager



At TuMeke, we are on a mission to eliminate workplace musculoskeletal injuries.

Our innovative solution blends cutting-edge technology with a user-friendly experience to help you **identify and mitigate ergonomic risk faster** while **maximizing efficiency and ROI**.

To learn more, visit tumeke.io.

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Thank You