

# OUR STORY



Our story began in 2015. Back then we traded simply as Schoeman Townshend Occupational Therapists. For the first 5 years, STOT was a 2 'woman' show.

Our founders, Janine Schoeman and Megan Townshend were performing primarily once off work capacity assessments for two specific clients.

IDA Consulting was born in 2020, during COVID. Hard lockdown, coupled with the implosion of our main client due to the pandemic, afforded us the opportunity to re-evaluate our goals and values.

Today, our team of 11 are privileged to serve over 25 clients including insurance houses, SMMEs and large organisations.



We have evolved into an Incapacity, Disability and Absenteeism Management company, realizing our dream of working to prevent employees from becoming- or remaining unproductive at work and assisting businesses to manage those who have become occupationally disabled.

For us, employment is a privilege, especially in South Africa. And if we as IDA are now able to play even a small part in protecting an individual's job, income or 'employee' identity, we intend to grab hold with both hands...

# OUR VISION

To proactively safeguard and optimise employee productivity –  
one employee, one team and one organisation at a time



Janine Schoeman  
Director  
Productivity & Disability Consultant  
Occupational Therapist



Megan Townshend  
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Productivity & Disability Consultant  
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Pam Gibbs  
Medico-legal Expert  
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Kerri-Lee Howell  
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Rulaine Smith  
Disability Consultant  
Occupational Therapist



Faith Motsapi  
Office Manager



Neil Sibiyi  
Administrative Assistant



Linda Maffia  
Financial Administrator

# OUR MISSION

To establish IDA as the South African leader in employee  
productivity solutions while maintaining our uncompromising  
ethics and principles as we grow

# OUR SOLUTIONS

We deliver these through our **fee-for-service or retainer** client work and make use of **cost-effective strategies** each aimed at preventing or managing occupational dysfunction. Our **Model of Occupational Disability** guides our solutions...

## Return to Work Strategies

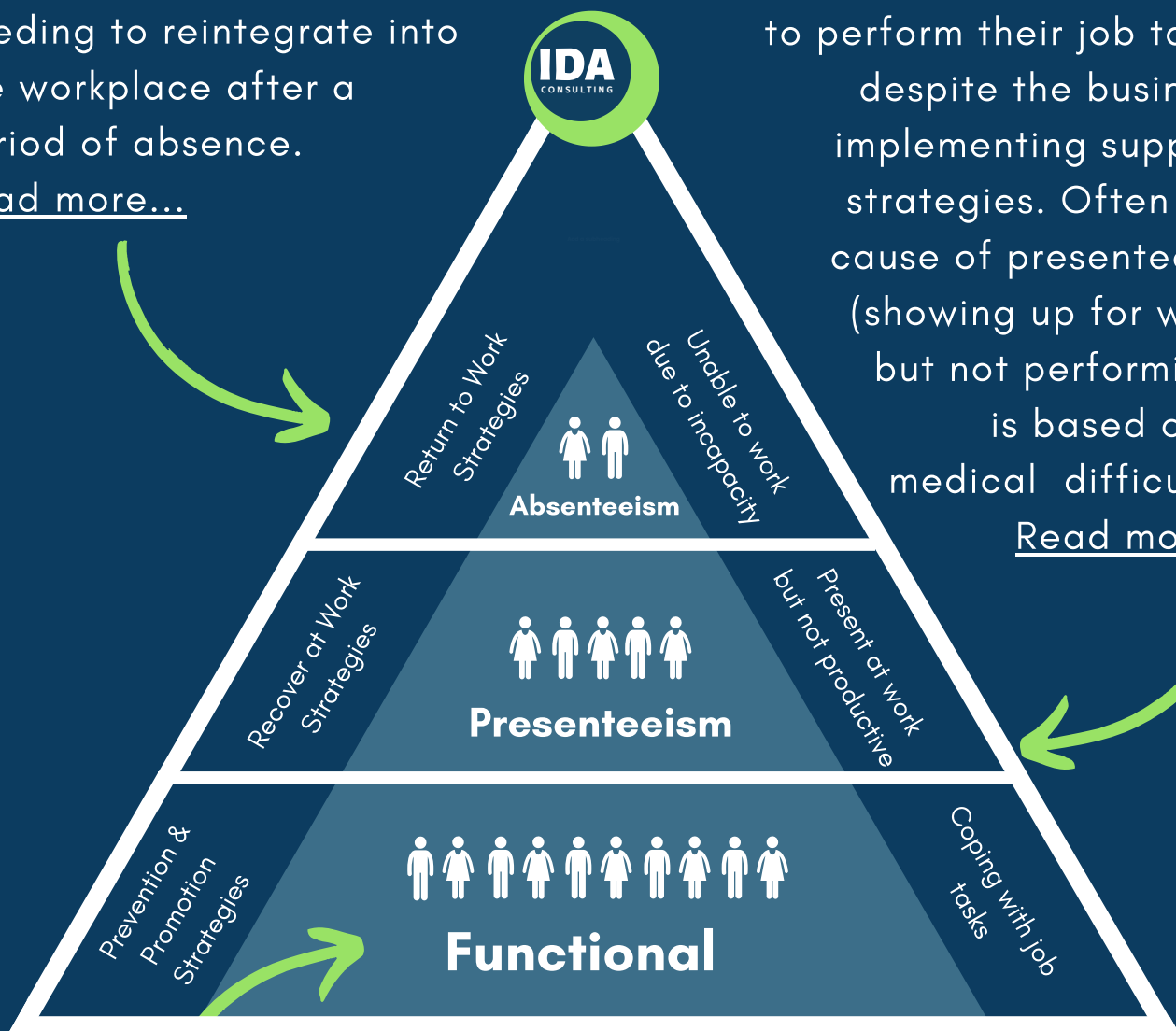
Addressing those select few incapacitated employees needing to reintegrate into the workplace after a period of absence.

[Read more...](#)

## Stay at Work Strategies

Aimed at employees struggling to perform their job tasks despite the business implementing support strategies. Often the cause of presenteeism (showing up for work but not performing) is based on a medical difficulty.

[Read more...](#)



## Promotion & Prevention Strategies

Ideal for all employees since the focus is on optimization of productivity through addressing wellbeing and health. [Read more...](#)