

## FREQUENTLY ASKED QUESTIONS

### Will the test show the risk of getting future diseases?

No. Pharmacogenetic testing sees no benefit in testing for the possibility only of future disease risks. The test will show how your body's genetic liver enzymes metabolize current, common medications. This enables doctors to prescribe the right drugs.

### Does the employer, or insurer, see this information?

No. The results of a pharmacogenetic test belong to the employee and are shared only with the employee's doctor. In the lab the genetic testers know samples only by an anonymous barcode number.

### How much does a Pharmacogenetic test cost?

Several competitive payment plans are available as part of OSI's Disability Management services. These plans can even include testing for the employee's family and dependents. This gives companies a fantastic extra benefit to offer your people. The reduction in disability costs and return on investment can be significant for employers.

## ABOUT ORGANIZATIONAL SOLUTIONS INC.

OSI is a leading, 100% Canadian owned and operated Disability management and Workers' Compensation Claims management firm providing solutions and services for employers. Our friendly, informative sales team would be delighted to show you how we achieve incredible results for businesses across the country in every industry.

We look forward to hearing from you and invite you to find out more on how to join our continuously growing team of delighted and respected clients today.



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## PHARMACOGENETICS:

### Insight and Innovation

How to Apply and Benefit from Cost-Saving,  
Leading Edge Disability Management Solutions  
in your Workplace

*"The Right Care, at the Right Time, for the Right Outcome ©."*

# PHARMACOGENETICS:

## THE RIGHT CARE FOR YOUR EMPLOYEES AND THEIR FAMILIES

**Just as every person is unique**, so is each person's response to medication. Enzymes in the liver determine how your body will process medication and how well each drug will work. These liver enzymes are as much a part of our genetic make-up as our eye colour or hair colour.

A Pharmacogenetic test consists of nothing more than a simple cheek swab. A laboratory tests the sample and prepares a report for the employee and their doctor. This report will show how the person will respond to hundreds of the most common drugs and their many brand names.



A PHARMACOGENETIC TEST WILL SHOW WHETHER THE EMPLOYEE'S PRESCRIBED MEDICATION WILL HAVE :



**No Effect**

**The Intended Effect**

**A Toxic Effect**

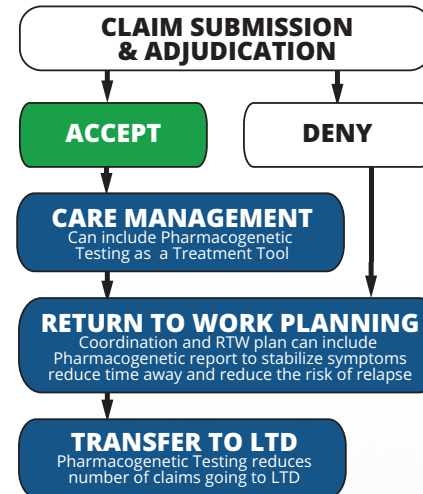
Because of genetics, drugs do not have the same effect on each person. A drug having no effect can do just as much damage as having a toxic effect. The employee would show little or no reduction of symptoms. This can lead to extended disability, absenteeism and reduced productivity.

The trial-and-error cycle of finding the appropriate medication can also increase disability costs for employers. The challenge is to find the correct medication and dose that would be both effective and cause little or no adverse reaction. Pharmacogenetics within the disability management process presents a solution to these problems.

# PHARMACOGENETICS WITHIN THE DISABILITY MANAGEMENT PROCESS:

ADVICE, INTEGRATION AND COORDINATION AT **THE RIGHT TIME**

**Recovery Facilitators at Organizational Solutions Inc. (OSI) will recommend a Pharmacogenetic test if they feel the test would be right for the employer and the employee. In many cases the test can reduce the severity of the disability, the time away from work and increase productivity.**



Because pharmacogenetics reports the employee's response to all common drugs, the test can even be preventative or ease the burden of future disabilities. The return on investment for the employer is significant.

Disability management strategies bring the employee back to work faster, safer and with less risk of a relapse. Pharmacogenetic testing is a fantastic strategic tool OSI can include in our disability management process.



## THE RIGHT OUTCOME - A CASE STUDY EXAMPLE:

A tricyclic medication amitriptyline is often used to treat cases of depression and anxiety. Poor metabolizers experience many risks with this drug. These include side-effects such as drowsiness, dizziness and weight gain.

An employee on short term disability due to depression was prescribed the drug by his doctor. While on the medication he began experiencing extreme drowsiness and dizziness. This meant that his time away from work had the risk to increase.

Organizational Solutions Inc. arranged a pharmacogenetic test. The results showed the employee was a poor metabolizer of the drug.

The test also showed which drugs would be much more compatible for the employee's condition. The results were compiled and sent to the employee and his doctor.

The patient's doctor selected a more compatible medication that caused the right therapeutic response. The employee returned to work sooner, preventing an extended disability.