## PSHSA Violence Risk Assessment Scale

Probability Rating	Definition		
Highly Likely	Nearly 75-100% chance of occurrence in next year		
Likely	Between 25-75% chance of occurrence in next year		
Possible	Between 10-25% chance of occurrence in next year		
Unlikely	Less than 10% chance in next year		
Impact Rating	Description		
Catastrophic	<ul> <li>Extremely harmful</li> <li>Fatal injury or Major disabling injury/illness (resulting in permanent impairment)</li> <li>Imminent danger and/or jeopardy to any life (hostage taking (Code Purple); bomb threat (Code Black); weapons)</li> <li>Symptoms of horizontal violence where greater than 50% of staff have complained (i.e. grievances; documented events; excessive absenteeism)</li> <li>Domestic violence – fatality and/or imminent threat to life at the workplace</li> </ul>		
Critical	<ul> <li>Very Harmful</li> <li>Physical and/or psychological injury resulting in lost time &gt; 5 days</li> <li>Threatening behaviour by external perpetrator</li> <li>Symptoms of horizontal violence where 25-50% of staff have raised concerns (i.e. grievances; verbally reported events; documented events; excessive absenteeism)</li> <li>Domestic violence - resulting in physical/psychological injury at the workplace</li> </ul>		
Serious	<ul> <li>Harmful</li> <li>Physical and/or psychological injury resulting in lost time 1-5 days, medical aid or first aid</li> <li>Event resulted in moderate property/equipment damage (broken windows; theft; break-ins)</li> <li>Symptoms of horizontal violence where 10-25% of staff have raised concerns (i.e. grievances; verbally reported events; documented events; excessive absenteeism)</li> <li>Domestic violence - perpetrator has threatened the safety of anyone at the workplace (cyber mediums; phone calls; physical presence on property)</li> </ul>		
Marginal	Minor – observed hazard but has not caused harm           • Evidence of minimal property damage (graffiti; defacing)           • Symptoms of horizontal violence where <10% of staff have raised concerns (i.e. grievances; verbally reported events; documented events; excessive absenteeism)		

Adapted from: Canadian Centre for Occupational Health and Safety 2009 (based on Occupational Health and Safety Management Systems - Guide: British Standard, BS 8800, BSI 2004; and Managing Safety the Systems Way: Implementing OHSAS 18001 using BS 8800, BSI 2004) and The University of Western Australia, Safety Risk Management Procedures.

## **Risk Assessment Matrix**

Impact Rating	Probability Rating				
	Highly Likely	Likely	Possible	Unlikely	
Catastrophic	High	High	Moderate	Low	
Critical	High	High	Moderate	Low	
Serious	Moderate	Moderate	Moderate	Very Low	
Marginal	Low	Low	Very Low	Very Low	

## **Types of Workplace Violence**

Type I	External Perpetrator
Type II	Client/Customer
Type III	Employee Related
Type IV	Personal Relationship