

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	Extremely harmful <ul style="list-style-type: none"> Fatal injury or Major disabling injury/illness (resulting in permanent impairment) Imminent danger and/or jeopardy to any life (hostage taking (Code Purple); bomb threat (Code Black); weapons) Symptoms of horizontal violence where greater than 50% of staff have complained (i.e. grievances; documented events; excessive absenteeism) Domestic violence – fatality and/or imminent threat to life at the workplace
Critical	Very Harmful <ul style="list-style-type: none"> Physical and/or psychological injury resulting in lost time > 5 days Threatening behaviour by external perpetrator Symptoms of horizontal violence where 25-50% of staff have raised concerns (i.e. grievances; verbally reported events; documented events; excessive absenteeism) Domestic violence - resulting in physical/psychological injury at the workplace
Serious	Harmful <ul style="list-style-type: none"> Physical and/or psychological injury resulting in lost time 1-5 days, medical aid or first aid Event resulted in moderate property/equipment damage (broken windows; theft; break-ins) Symptoms of horizontal violence where 10-25% of staff have raised concerns (i.e. grievances; verbally reported events; documented events; excessive absenteeism) Domestic violence - perpetrator has threatened the safety of anyone at the workplace (cyber mediums; phone calls; physical presence on property)
Marginal	Minor – observed hazard but has not caused harm <ul style="list-style-type: none"> 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) Domestic violence – informal complaints/observations

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