

## BRITISH COLUMBIA COLLEGE OF NURSES AND MIDWIVES

In the Matter of Natasha Flavel, RN, Files 2026-0484 and 0528

### SUMMARY PROTECTION ORDER

Pursuant to s.153(1) of the *Health Professions and Occupations Act*, SBC, 2022, c 43 (“Act”)

#### Introduction

Natasha Flavel (the “Respondent”) is a licensee of the British Columbia College of Nurses and Midwives (“BCCNM” or the “College”) with the designation of Registered Nurse or RN.

This Summary Protection Order (“SPO”) is made by the Registrar, on the direction of the Investigation Committee.

#### Background

On April 23, 2026, Dr. Christie Chan (the “Complainant”), Medical Director for Nisga’a Valley Health Authority (“NVHA”) submitted a complaint to BCCNM about the Respondent’s practice. Concerns include potential drug diversion, due to withdrawal of controlled substances without authorization, and improper documentation from February 20, 2025, to April 13, 2026.

The Complainant provided 86 patient records, and narcotics inventory logs, which identified the following irregularities signed out by the Respondent during the above period:

- 223 doses of oral or injectable form of hydromorphone;
- 6 vials of injectable form of fentanyl (100 mg);
- 2 vials of injectable form of midazolam (10 mg);
- 11 doses of oral or injectable form of lorazepam;
- 11 doses of oral or injectable form of diazepam;
- 31 doses of oral or injectable form of morphine; and
- 22 tablets of Tylenol #3.

Due to this complaint, BCCNM identified the following practice and conduct concerns:

- Breach of the first interim undertaking (dated April 1, 2025).
- Breach of the second interim undertaking (dated August 7, 2025).
- Breach of the consent agreement (dated November 25, 2025).

The first interim undertaking, entered voluntarily by the Respondent, requested that she convert to non-practising status, which she did from April 1 to August 7, 2025. BCCNM is concerned that the Respondent worked without proper registration status during that period at NVHA.

The second interim undertaking, entered voluntarily by the Respondent, allowed her to convert back to practising status with the following limits and conditions, until investigation is concluded:

- No access to or involvement in any matter with narcotics and other controlled substances,

- including not carrying keys to or having access codes to such inventory cabinets.
- Not working overtime or non-day shifts.
- Not acting as charge nurse, supervising students, or being involved in staff orientation.
- Disclosure to all employers as the subject of investigation for potential drug diversion.
- Disclosure to BCCNM of an up-to-date list of employers, including any changes.

The consent agreement, entered voluntarily by the Respondent, included the following terms:

- No working night shifts for first three months after returning to work.
- Medication administration oversight, including employer audits on narcotics handling at regular intervals.
- Adherence to return-to-work recommendations as outlined in two IMEs, which indicated negative for substance use disorder, but positive for another disorder with a relationship to the practice concerns.
- Relevant remedial education and support.
- Disclosure of the consent agreement terms to all employers.
- Disclosure to BCCNM of an up-to-date list of employers, including any changes.

On April 20, 2026, the Respondent advised BCCNM that she was still awaiting to return to work with Northern Health. The Investigation Committee is concerned that:

- She never disclosed the investigation, decision, or consent agreement to NVHA.
- She never disclosed to BCCNM that she was employed by, placed on leave by, or resigned from NVHA.
- She had access to narcotics and other controlled substances, while employed at NVHA.
- She did not receive oversight of her medication administration activities, or be audited on narcotics handling at regular intervals, while employed at NVHA.
- She worked non-day shifts or overtime, while employed at NVHA.

On June 1, 2026, the Respondent was served with the notice of investigation and proceeding for this SPO, including information gathered to date for review by the Investigation Committee.

On June 3, 2026, Northern Health advised that the Respondent would return to work on June 8 at Terrace Health Unit. Same day, the Respondent provided a response to BCCNM, which generally denied the concerns in question.

On June 4, 2026, BCCNM disclosed to Northern Health that the Respondent is currently under investigation for practice concerns raised by another health authority, on the Registrar's direction and opinion that disclosure of the information is necessary to protect the public.

## **Reasons**

Based on the above information, the Investigation Committee is of the view that:

- There is a prima facie case of potential drug diversion, including dishonesty and a lack of professional responsibility or accountability by the Respondent.

- There is a significant risk of harm that the Respondent will continue committing similar conduct as alleged or identified above with new employers, and therefore, negatively impact prospective patient care and public safety.
- There is no minimally impairing term that can be made to address the risk, other than suspension. All undertakings or agreements entered voluntarily by the Respondent have been breached.
- The impact of a SPO on the Respondent is proportional to the risk, as she has proven a lack of governability for very similar and serious practice concerns over time.

### **Order**

On the direction of the Investigation Committee, the Registrar orders that:

1. The Respondent's license is suspended as of the date of this SPO, and will remain suspended until:
  - (a) the Registrar makes an order to dispose of the complaint under s. 154, 156, 157, 158, or 159 of the *Act*;
  - (b) the Discipline Committee makes an order under s. 191 of the *Act*; or
  - (c) this SPO is varied or terminated.
2. The following Protected Information, as defined in s. 242(1) of the *Act*, be disclosed to the Respondent, the Complainant, the employer (if known), and included in the Registry and the Public Notice:
  - (a) Respondent's name;
  - (b) Respondent's designation;
  - (c) date of the complaint;
  - (d) Complainant's position;
  - (e) summary of concerns raised in the complaint; and
  - (f) summary of the administrative matter.

Dated at Vancouver, British Columbia, on 11 June 2026.

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Dr. Natasha Prodan-Bhalla  
Chief Executive Officer /Registrar  
BC College of Nurses and Midwives