

**Nursing and Midwifery Council
Fitness to Practise Committee**

**Substantive Order Review Hearing
Tuesday, 3 February 2026**

Virtual Hearing

Name of Registrant:	Julie Masterson
NMC PIN	0812205E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing – 29 September 2008
Relevant Location:	Lancashire
Type of case:	Misconduct
Panel members:	Christine Nwaokolo (Chair Lay member) Prisca Igwe (Registrant member) Sally Bourner (Lay member)
Legal Assessor:	Nigel Ingram
Hearings Coordinator:	Teige Gardner
Nursing and Midwifery Council:	Represented by Simran Ghotra, Case Presenter
Mrs Masterson:	Present but unrepresented
Order being reviewed:	Conditions of practice order (3 years)
Fitness to practise:	Not Impaired
Outcome:	Order to lapse upon expiry in accordance with Article 30 (1), namely 13 March 2026

Decision and reasons on review of the substantive order

The panel decided to allow the order to lapse at the expiry date, namely the end of 13 March 2026, in accordance with Article 30(1) of the 'Nursing and Midwifery Order 2001' (the Order).

This is the second review of a substantive conditions of practice order originally imposed for a period of three years by a Fitness to Practise Committee panel on 14 February 2023. You requested an early review of your order which was held on 25 January 2024, where that panel decided to vary and confirm the conditions of practice order. The current order is due to expire at the end of 13 March 2026.

The panel is reviewing the order pursuant to Article 30(1) of the Order.

The charges found proved by way of admission which resulted in the imposition of the substantive order were as follows:

'That you, a registered nurse:

On 8 January 2021:

1. failed to undertake the following baseline observations for Patient 1:

- 1.1. temperature*
- 1.2. pulse*
- 1.3. blood pressure*
- 1.4. respiration*
- 1.5. oxygen saturation*

The panel found this charge proved by your admission.

2. Failed to inspect Patient 1's skin for pressure areas

The panel found this charge proved by your admission.

3. *Failed to update Patient 1's care plans*

The panel found this charge proved by your admission.

4. *Copied the information from the community nursing assessment dated 03.01.2020 and used this to complete your assessment dated 8 January 2021*

The panel found this charge proved by your admission.

5. *Failed to record that you had not undertaken this assessment with Patient 1.*

The panel found this charge proved by your admission.

6. *Your actions at charges 4 and/or 5 were dishonest in that you knew you had not undertaken this assessment with Patient 1 and/or to create a misleading impression of the care given to Patient 1*

The panel found this charge PROVED.

And in light of the above, your fitness to practise is impaired by reason of your misconduct.'

The first reviewing panel determined the following with regard to impairment:

'The panel considered whether your fitness to practise remains impaired.

The panel acknowledged your acceptance of your misconduct, and your care being below the standards expected of a nurse. The panel acknowledged your efforts and compliance with condition 1 by producing reflective statements and condition 2 by creating a personal development plan although it noted this was continuous and had not been signed off. However, it was mindful that you did not comply with condition 2 (iii) as you did not provide reports from your manager regarding your progress. It also acknowledged your compliance with condition 3 and noted your

submissions where you provided detail about the number of Band 6 nurses supervising you in the department.

The panel then went on to consider the recent incident in January 2024 where you provided treatment to a patient which was contraindicated because the patient was diabetic. The panel was concerned that patient harm occurred because of your failure to check the patient's medical notes prior to treatment therefore you did not undertake a full assessment of the patient. You told the panel on questioning you knew that diabetics should not have compression bandaging applied but you had not read the past medical history in the medical notes.

It noted that despite the new information you produced today in relation to your PDP action on assessment (lower limb assessment – looking at clients holistically) and the importance of records and record keeping, this incident demonstrates a failure to put this stated knowledge of understanding into practise.

In relation to your insight, the panel asked a number of questions to seek to explore your current level of insight. It noted that you struggled to articulate why the mistakes and omissions occurred and that your focus was on the impact of the conditions of practice order on yourself and not for the purpose which it had been imposed. It noted you considered the conditions of practice order to be a barrier to progressing in your career. In relation to the recent incident in January 2024, the panel noted your insight was limited as you said “after the incident, we all started questioning our knowledge and skills”, you repeated the word “we” demonstrating an apparent failure to take professional accountability for this incident.

In these circumstances, the panel considered that in addition to not having met all of the conditions on your practice, and taking account of the incident in January 2024, you remain liable to put patients at risk of harm, through a failure to fully assess patients including the checking of past medical history. The panel considered that a risk of repetition was likely, and therefore determined that a finding of impairment remained necessary on the grounds of public protection.

The panel has borne in mind that its primary function is to protect patients and the wider public interest which includes maintaining confidence in the nursing

profession and upholding proper standards of conduct and practise. The panel determined that, in this case, a finding of continuing impairment on public interest grounds is also required.

For these reasons, the panel finds that your fitness to practise remains impaired.'

The first reviewing panel determined the following with regard to sanction:

'It then considered the imposition of a caution order but again determined that, due to the public protection issues identified, an order that does not restrict your practice would not be appropriate in the circumstances. The panel decided that it would be neither proportionate nor in the public interest to impose a caution order.

The panel next considered whether a conditions of practice on your registration would be a sufficient and appropriate response. The panel is mindful that any conditions imposed must be proportionate, measurable and workable. The panel considered your compliance with the current conditions, and it was satisfied that you had addressed the concerns surrounding duty of candour. However, the panel was mindful of the new incident that occurred in January 2024 involving your failure to conduct a review of the patient's medical history as part of the clinical patient assessment. It considered that varying the conditions of practice order would provide you with the opportunity to address the identified concerns in your practice. The panel noted your submissions regarding your difficulties progressing in your career due to the conditions of practice order. However, the panel considered that the conditions were not onerous and were the minimum restriction required to protect the public from the risk of harm identified in this case. It considered that it was necessary to vary the current conditions of practice order.

The panel considered that varying and confirming the conditions of practice order would give you sufficient time to address the concerns identified in your practice and demonstrate insight and full compliance to a future reviewing panel.

The panel considered whether a suspension order or a striking off order would be an appropriate order in your case but concluded that it would be disproportionate at

this time as the concerns are remediable and you have shown compliance with the majority of the conditions of practice order.

Accordingly, the panel determined, pursuant to Article 30(1), to vary and confirm the existing conditions of practice order. The varied conditions are as follows:

'For the purposes of these conditions, 'employment' and 'work' mean any paid or unpaid post in a nursing, midwifery or nursing associate role. Also, 'course of study' and 'course' mean any course of educational study connected to nursing, midwifery or nursing associates.

- 1) Before your case is reviewed, you must send your case officer a reflective piece on the impact of not reviewing a patient's medical history when completing a full clinical patient assessment.*
- 2) You must work with your line manager to create a personal development plan (PDP). Your PDP must address:*
 - How you ensure undertaking full holistic clinical patient assessment.*

You must:

- 6.1.1. Send your case officer a copy of your PDP before your case is reviewed.*
 - 6.1.2. Meet with your line manager monthly to discuss your progress towards achieving the aims set out in your PDP.*
 - 6.1.3. Send your case officer a report from your line manager before your case is reviewed. This report must show your development progress towards issues identified in your previous PDP and your new PDP.*
- 3) You must ensure that you are supervised any time you are working. Your supervision must consist of:*

- i) *Working at all times on the same shift as, but not always directly observed by, a registered nurse of Band 6 or above.*
 - ii) *If undertaking a new procedure, or an unfamiliar skill area in which you are not signed off as competent, you must seek direct supervision by a Band 6 nurse or above for this task.*
- 4) *You must keep the NMC informed about anywhere you are working by:*
- a. *Telling your case officer within seven days of accepting or leaving any employment.*
 - b. *Giving your case officer your employer's contact details.*
- 5) *You must keep the NMC informed about anywhere you are studying by:*
- a. *Telling your case officer within seven days of accepting any course of study.*
 - b. *Giving your case officer the name and contact details of the organisation offering that course of study.*
- 6) *You must immediately give a copy of these conditions to:*
- a. *Any organisation or person you work for.*
 - b. *Any agency you apply to or are registered with for work.*
 - c. *Any employers you apply to for work (at the time of application).*
 - d. *Any establishment you apply to (at the time of application), or with which you*

are already enrolled, for a course of study.

- e. Any current or prospective patients or clients you intend to see or care for on a private basis when you are working in a self-employed capacity*

7) You must tell your case officer, within seven days of your becoming aware of:

- a. Any clinical incident you are involved in.*
- b. Any investigation started against you.*
- c. Any disciplinary proceedings taken against you.*

8) You must allow your case officer to share, as necessary, details about your performance, your compliance with and / or progress under these conditions with:

- a. Any current or future employer.*
- b. Any educational establishment.*
- c. Any other person(s) involved in your retraining and/or supervision required by these conditions'*

Decision and reasons on current impairment

The panel has considered carefully whether your fitness to practise remains impaired. Whilst there is no statutory definition of fitness to practise, the NMC has defined fitness to practise as a registrant's suitability to remain on the register without restriction. In considering this case, the panel has carried out a comprehensive review of the order in light of the current circumstances. Whilst it has noted the decision of the last panel, this panel has exercised its own judgement as to current impairment.

The panel has had regard to all of the documentation before it, including the NMC bundle, submissions from Ms Ghotra, on behalf of the Nursing and Midwifery Council (NMC) and your submissions.

Ms Ghotra provided a background to the case and submitted that it is for the panel to determine whether you remain impaired and that the NMC was neutral. She referred the panel to the documentation you have provided for today's case and submitted that it is for the panel to decide whether you have sufficiently shown insight into the charges found proved and strengthened your practice appropriately in the areas of concern identified.

Ms Ghotra submitted that it is for the panel to decide which sanction is most appropriate and proportionate in the circumstances of this case.

You told the panel that you are no longer impaired. You referred the panel to your reflective piece, stating that you had discovered an incident in February 2025 that you were not involved with and had brought to the attention of a Band 6 nurse. You had also included in your bundle a thorough reflective piece detailing an incident you were directly involved with in July 2025 and how you dealt with this openly and honestly from the outset, and informed the patient demonstrating the duty of candour. You submitted that you have good insight and you understand why your actions were wrong. You said that you always double check your work with other registered nurses to ensure that you have done it correctly. You told the panel that you are being supported by your employer and that you have been working there for over four years. You told the panel that your confidence has grown within your team and you want to progress as a registered nurse. You also told the panel that your manager has offered you counselling after the regulatory process is over.

In response to the panel's questions surrounding dishonesty, you said that you do not lie and you own up to your mistakes. You said that honesty is important for the public to trust nurses and you now are always honest when you are working. You told the panel about an incident with a patient where you and your colleague failed to conduct an essential check and you said that you informed the other members of your team immediately and resolved this issue immediately. You said that you have learned from your previous mistakes and your practise has improved since an order was imposed on your practice. You said that

you would never repeat the actions you were charged with and said you understand the impact your actions had on patients, colleagues and the wider nursing profession. You said you love your job and would never jeopardise it.

You told the panel that if you are to leave your current place of employment, you said you will receive counselling to assist you with the transition and you would be honest about your regulatory history. You said you are content working in the treatment room or General Practitioner (GP) practice and you have no plans to work in the wider community at this time. You said you work independently currently, but you have two Band 6 nurses and a Band 7 nurse to ask for assistance if needed. You said that having this level of support and working collaboratively has helped you improve your practice.

The panel heard and accepted the advice of the legal assessor.

In reaching its decision, the panel was mindful of the need to protect the public, maintain public confidence in the profession and to declare and uphold proper standards of conduct and performance.

The panel considered whether your fitness to practise remains impaired.

The panel took into consideration the comprehensive documentation before it, particularly your reflective pieces, PDP, appraisals, the award you received, compliance with your conditions, the reports from your monthly meetings with your managers, feedback from patients and the letter, dated 23 December 2025, from your line manager. The panel was of the view that you have shown significant insight into the charges. The panel found that you have demonstrated an understanding of how your actions put patients at a risk of harm and how you would act differently if placed in the same situation in the future. The panel found that you have shown remorse for your actions underpinned by genuine honesty and candour. It found that you have a good understanding of how your actions have affected public confidence in the professions, your colleagues and the wider nursing profession.

The panel found that you have strengthened your practice in the areas of concern identified. The panel noted the incident with a patient where you escalated an issue

regarding an observation. The panel was of the view that this demonstrates how you have improved your practice since the previous review of your case. Further, the panel noted that you have completed all your mandatory training. When asked specifically about the dishonesty finding, the panel found that you provided authentic, compelling and evidence-based reflections that reassured the panel that you understand the impact on public protection and public confidence. The panel was satisfied that your dishonesty would not be repeated.

The panel considered whether you are liable to repeat the matters you were charged with. The panel noted that you had made a clinical mistake in July 2025, as detailed in the reflective piece. When responding to the panel's questions about dishonesty you shared an example of a minor oversight you had made two weeks ago, which you immediately recognised and addressed with honesty and openness. The panel noted that you have '*built your confidence*' in your current role and are supported well by your employers. In particular, the panel had regard to the regular meetings with your managers to discuss your performance. The progress you have made, insight you have shown and support from line managers and colleagues, gave the panel confidence that you are now not liable to repeat matters of the kind found proved. The panel therefore decided that a finding of continuing impairment is not necessary on the grounds of public protection.

The panel has borne in mind that its primary function is to protect patients and the wider public interest which includes maintaining confidence in the nursing profession and upholding proper standards of conduct and performance. In light of all the evidence you have provided regarding your learning, your commitment to the profession and your honesty and candour, which is supported by your line manager, the panel was satisfied that the public interest is addressed. The panel found that the public would be confident in your return to practice as a registered nurse without restrictions, particularly as there is a need for capable and professional nurses. Therefore, the panel determined that, in this case, a finding of continuing impairment on public interest grounds not required.

For these reasons, the panel finds that, although your fitness to practise was impaired at the time of the incidents, given all of the above, your fitness to practise is not currently impaired.

In accordance with Article 30(1), the substantive conditions of practice order will lapse upon expiry, namely the end of 13 March 2026.

This will be confirmed to you in writing.

That concludes this determination.