

# Nursing and Midwifery Council

## Agreed Removal Decision

**Registrant:** Freya Iratxe Martinez-Hurtado

**PIN:** 15J0241C

**Part(s) of the register:** Registered Nurse - Adult Nursing

**Relevant Location:** Essex

On 3 August 2023 we received a referral raising a concern about Freya Iratxe Martinez-Hurtado's fitness to practise. It's alleged that Freya Iratxe Martinez-Hurtado

- sent messages of an inappropriate nature to a colleague about another colleague
- displayed inappropriate behaviour in meetings which took place such as interrupting colleagues, huffing, rolling her eyes and making negative comments about the structure, banding of nurses and management
- behaved inappropriately towards a team member which contributed to a toxic work environment, demonstrated an obstructive attitude and was hostile in her body language
- had several outbursts where she used foul language in communal areas
- made racist comments on social media referring to people as '*white scum*' and '*white trash*'.

We investigated the issue and the matter was referred to the case examiners. A decision hasn't been made by the case examiners at this time. No allegation against Freya Iratxe Martinez-Hurtado has yet been found substantively proved by one of our statutory committees.

Freya Iratxe Martinez-Hurtado has denied the concerns that she posted racist comments on social media. She explained that her social media accounts were deleted in 2021 and that she had no knowledge of these accounts in her name. She denies making the racist remarks and denies holding these views. The NMC sought to contact the witnesses who saw the posts on Facebook but they didn't engage with the investigation. Freya Iratxe Martinez-Hurtado's employer was also contacted for a copy of the alleged social media posts however they hadn't obtained a copy of it.

Freya Iratxe Martinez-Hurtado does however accept the other concerns raised about her and has demonstrated insight, reflected on the manner in which she acted and the impact it had on the people she worked with. She's described being ashamed by her actions and wished to apologise to those affected by her behaviour.

The concerns in this case are serious and raise questions about Freya Iratxe Martinez-Hurtado's professionalism if it were found proved. The alleged conduct had a significant impact on the people she worked with, and could be capable of bringing the profession into disrepute and amounting to a breach of the fundamental tenets of

the profession. Although the alleged behaviour is clearly a departure from the standards of the Code there isn't evidence of a harmful deep-seated attitudinal problem.

On 10 October 2025 we received an application from Freya Iratxe Martinez-Hurtado for agreed removal from the NMC register.

### **ASSISTANT REGISTRAR'S DECISION**

As an Assistant Registrar, I have delegated authority to make decisions about agreed removal and have agreed to removal from the NMC register in this case.

In accordance with Rule 14 of the Nursing and Midwifery Council (Education, Registration and Registration Appeals) Rules 2004, in considering Freya Iratxe Martinez-Hurtado's application for agreed removal, I've taken into account:

- comments received from the person that made the allegation against Freya Iratxe Martinez-Hurtado dated 17 November 2025
- agreed removal application dated 9 August 2025 and supporting documents
- Freya Iratxe Martinez-Hurtado's responses to the concerns raised about her
- report to the case examiners and accompanying documentation
- the interests of Freya Iratxe Martinez-Hurtado
- the public interest.

I'm satisfied that:

- Freya Iratxe Martinez-Hurtado no longer intends to work as a registered nurse
- although serious the allegations against Freya Iratxe Martinez-Hurtado aren't likely to result in a striking-off order
- there are no other good reasons requiring us to consider the allegations further at this time
- the public interest is best served by agreeing the application for removal and enabling Freya Iratxe Martinez-Hurtado to leave the NMC register.

We'll publish a record of this decision for twelve months from the date of the decision, **8 December 2025**. In the event that Freya Iratxe Martinez-Hurtado seeks readmission to the register, we may consider the matters that led to this agreed removal further.