

# ‘Being a Fed rep is about helping others and doing the right thing’

## Case study: **Janice Adam**

**J**anice Adam blazed a trail for women when she was elected the first female member of Devon and Cornwall Federation’s executive board. A decade on, she is keen to encourage more people to become Fed reps. Could you do it?

Janice says: “I joined the Federation initially as a workplace representative. The demographic was mainly older men and it could be difficult to get your voice heard. Nobody was overtly sexist, but they could be condescending and I had to work at acceptance. I was younger and bringing different ideas and I was a woman.” She spoke to colleagues individually and got them



on side. Later she was appointed vice-chair of her Branch Board and chair of her Inspectors’ Board. She is also a full time equalities lead.

Janice wants to see people from all backgrounds becoming Fed reps because of her view that “diversity provides different perspectives”. She says: “People can be put off becoming Fed reps due to workloads. Or if they are women, seeing middle aged white males as reps, they will ask themselves, would I fit in? My advice is to put yourself forward. You will get out as much out as you put in. For me it’s a feeling of having done a really good job, helping others and doing the right thing – you really get that in spades with the Federation. You’ll deal with senior officers and upskill yourself because you are working at a higher level.”

Could you be a Fed rep? Find out how you can get involved at [www.polfed.org/repsatwork](http://www.polfed.org/repsatwork)