



Becoming a Locum:

Before you dive into the practical steps of locuming, it's important to understand your motivations. Knowing your **WHY** will help you stay focused, confident, and resilient when challenges come up.

managementforlocums.com



Welcome & Mindset

Why locuming is different from employed work



Locum Life:

Myth vs. Reality

Myth 1: Locums can't get regular work

Reality: Many locums are booked months in advance. Practices rely on locums to keep their doors open. With good communication and a professional approach, you'll never be short of opportunities.

Myth 2: Locums earn "easy money"

Reality: You can earn well, but you're also running a business. You cover your own tax, insurance, pension, and sometimes travel. The freedom is real, but so is the responsibility.

Myth 3: Locums aren't as valued as permanent staff

Reality: A good locum can be a lifesaver for a practice. Many practices welcome locums back again and again because they trust their skill and professionalism.

Locum Life:

Myth vs. Reality

Myth 4: You have no career progression as a locum

Reality: Progression looks different - not “job titles” but skills, independence, and choice. You can shape your career around CPD, advanced certificates, or lifestyle goals, rather than waiting for a promotion.

Myth 5: Locum life is unstable

Reality: Flexibility means you're in charge. Some locums thrive on variety, others work with the same 2–3 practices consistently. It's about how you design it, not about being unstable.

Myth 5: You're on your own

Reality: Locum communities exist (online and in person). With the right networks, support, and resources, you're never working in isolation.

Reflection exercise :

Step 2: What Attracts You to Locum Life?

Tick all that apply:

- ☐ 🌍 Flexibility & freedom over my rota
- ☐ 💰 Better pay & control over finances
- ☐ 🧑🏻‍⚕️💊 Variety of practices and caseloads
- ☐ 🧘 Improved work-life balance
- ☐ 🚀 Career growth & independence
- ☐ 🧩 Space to focus on my interests (travel, family, study)



Reflection exercise :

Step 3: Define Your *WHY*

I want to become a locum because...

If I was successful as a locum, my life would look like...

The biggest change I want to see in my career/life is...

Reflection exercise :

Step 4: My Locum Mindset

Think about the mindset shifts you'll need:

Old Locum Mindset	New Locum Mindset
"I have no control over my rota"	"I can design a work schedule that suits me"
"I have to accept what I'm given"	"I can choose which jobs to say yes or no to"
"Money stresses me out"	"I'll set my rate and manage my income like a business"
"I'm just a temp"	"I'm a professional offering a valuable service"

Write your own limiting belief and reframe it below:

Old belief:

New mindset:

Final Step

Pull it together into a single sentence you can keep as your reminder:

I want to become a locum so that I can:

Tip: Keep this WHY written somewhere you'll see it often. On the tough days, it'll remind you why you started.





Need Support?

Management for Locums is here to provide guidance, advice, and resources to help you make the most of every assignment.

From finding the right practices to navigating contracts, payment options, and day-to-day support, we're dedicated to helping you thrive!

[Join Locum Community Group](#)