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## Locum Connect - Fact Sheet

The Law Society of Alberta operates Locum Connect as a free service for its members who may be looking for, or offering, work as a locum.

Locum lawyers may be:

- recently admitted or transitioning between jobs
- recently retired or easing their way into retirement
- short-term employees
- independent contractors
- full-time or part-time
- perform their work on-site or remotely

Organizations engaging locums:

- may be sole practitioners, small, medium or large firms or companies with in-house legal departments
- may have general or highly specialized practices
- may be located in large urban areas or a variety of rural settings

The terms of a locum's engagement can vary significantly to reflect the parties' needs and availability. Locums may be hired to:

- oversee all facets of a lawyer's practice while that lawyer is away
- assist on a big trial, do research or conduct document review
- support one or multiple lawyers in a firm
- provide help during peak periods when hiring a lawyer for a full time position isn't warranted or feasible
- until a particular file or project is concluded, the lawyer returns to work or may be open-ended

Locum arrangements offer numerous benefits to locum lawyers, the organizations that hire them and clients:

- Lawyers who hire locums enjoy a better work/life balance by being able to step away from their practice when needed or desired (vacations, sabbaticals, attendance at conferences, other CLE events, disciplinary suspensions, medical leaves, maternity leaves, etc.)
- Clients continue to receive legal service during a lawyer's absence and despite temporary increases in workload
- The firm gets to evaluate potential new associates without having to make a long-term commitment
- Encourages lawyers to remain in the profession by giving them room for family, child rearing and community activities



- Improves access to justice by allowing lawyers to work in alternative work arrangements (short-term, part-time, remote, task-based, etc.)
- Provides locum lawyers with opportunities to travel and experience different legal communities and practice styles
- Lets locum lawyers see firsthand what works well and what to avoid
- Helps locum lawyers make better choices when it comes time to making decisions about setting up their own practices, deciding whether to join an existing practice or start their own, and where to live
- Supports the needs of communities lacking access to legal counsel
- Enables junior lawyers to earn a good income without committing to long term obligations or when they may not have the capital to start a legal practice
- Enables lawyers who may not be able to work full-time to continue practicing by taking on or serving as a locum
- Provides senior lawyers with an opportunity to remain engaged before moving to full retirement

The Law Society of Alberta has created Locum Connect to respond to these needs and to provide a conduit for interested parties to connect with each other.

The system automatically notes the date of insertion into the registry. Six months after that date, the entry is deleted in order to preserve the currency and accuracy of the locum's information and contact details. An email is sent to the locum at the time of deletion inviting them to renew their entry if they wish.

Use of Locum Connect does not guarantee a placement and the Law Society of Alberta doesn't warrant the suitability of practitioners listed in Locum Connect for any particular role. Suitability for the posting and remuneration are matters between the locum and the firm that engages them.

If you would like to add your name to Locum Connect or if you have a locum placement available, please contact the Law Society of Alberta at: [locum.connect@lawsociety.ab.ca](mailto:locum.connect@lawsociety.ab.ca).