1. The Learning and Teaching job family recognises achievements in:
   a. the delivery of College’s educational mission
   b. educational leadership
   c. educational transformation, for example innovating curricula and pedagogy
   d. educational scholarship, research and evaluation
   e. national and international leadership roles which support the College’s mission to excel and to lead in the field of Higher Education

2. Progression for all staff in the Learning and Teaching job family is through promotion (rather than Hay job level review)

3. Promotion to Levels 3b, 4, 5 and 6 will be through the new Learning and Teaching promotions process. Promotion to Associate Professor, Reader and Professor will be through the normal Academic Promotions process.

4. Staff in the Academic and Research job families wishing to transfer to the Learning and Teaching job family should apply using the appropriate promotions process (outlined in 3 above). Staff in the Learning and Teaching job family wishing to transfer to the Academic and Research job families should apply using the Academic Promotions process.

5. For clinical staff within the Faculty of Medicine, the titles Clinical Teaching Fellow or Clinical Education Fellow are used at Levels 3 and 4, with Senior Clinical Teaching Fellow or Senior Clinical Education Fellow used at Level 5.