

The growth in knowledge and the speed of technological change, plus the obsolescence of existing knowledge means that the qualifying programme of professional education can no longer be seen as a career-long standing statement of professional competence. Therefore Continuing Professional Development (CPD) is essential for professional practice.

SAICA's revised CPD policy is based on reflective practice, which is a modern term for an ancient method of self-improvement. However, reflection is more than deep thinking and discussing – it is also about deconstructing or pulling things apart to gain better understanding, to see different connections and to appreciate different perspectives. The reflective practitioner is a critical thinker, inquisitive, has emotional intelligence and self-knowledge.

**Reflection can benefit individuals by:**

- Enabling them to think more clearly and holistically about issues, leading to greater insight and learning.
- Connecting their more rational decision-making processes to more effective and experiential learning processes.
- Challenging them to be more honest about their behaviour and beliefs.
- Creating the opportunity to consider the implications of any past or future learning.
- Acting as a safeguard against making impulsive decisions.