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## INTERNATIONAL EXPERIENCE AND DOMESTIC PRACTICE OF POLICE REFORM

The process of reformation of the police in Ukraine nowadays is in an active phase and its success depends on the ability of the society to progress substantially on the way to civilization. Therefore, it seems to be expedient to take into account the foreign experience of founding and reforming of police structures.

Paper analyzes the international practice of constructing and functioning of law enforcement systems, considers conceptual approaches to the construction and functional purpose of the police.

It is suggested not to limit police activities with measures of combating offenses and solving of other police tasks, but to implement a basic approach to the realization and safeguarding of citizens' interests by rendering police services to the population. This approach is identified as the most important aspect of policing for the restoration of public confidence. The most important aspect of the police service, aimed at the police reform, was the restoration of public confidence in the police. The main directions, on

which efforts on reforming should be focused, are formulated: the increasing of the effectiveness of work on countering crime; maximum use of the capabilities of the police; assistance in the development of a democratic society; human resources management; introduction of high standards of professional activity.

It is expedient to define leading directions in the process of reforming: a) increase of an efficiency of work on counteraction to crime; b) human resources management. The leading areas of the police reform process are considered.

It is proved that in the process of police reform it is necessary to introduce a new system for evaluating the work of both individual police officers and units in general. It is proposed to evaluate the law enforcement work of the police in three parts: firstly, a qualified population survey of an independent social institution regarding its trust in the police, awareness of the level of safety of the living environment, and the compliance of the police with the requirements of the legislation; and secondly, a sociological study in police teams to determine the level of management of such a team, the authority of formal and informal leaders, the professionalism of police officers, the moral and psychological climate in teams, the readiness of police units to perform law enforcement tasks; thirdly, taking into account the effectiveness of countering the most sensitive to society crimes, an efficiency and effectiveness of responding to changes in the crime and security situation, resource availability of police activities.

It is substantiated that the introduction of a new system of assessment will allow an intensification of other areas of police reform, and ultimately create a democratic law enforcement agency whose work would be consistent with the needs of society, which would be able to provide a high level of public safety and whose employees will consider as the main goal to serve people.

**Keywords:** *police, police management, policy activities, level of police service, police officer, police reform.*

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