

Stryker

employee benefits

Explore the benefits, rewards and wellbeing programs available to Stryker employees across Europe.



At Stryker, we know that every stage of life brings different priorities and needs. That's why we offer a range of benefits designed to support your health, wellbeing, financial future and work-life balance.

As benefits vary by country and location, please select your preferred country and language below to view the information most relevant to you.

Find your location

Select your country and preferred language to view available benefits.

Austria - [English](#) | [Deutsch](#)

Belgium - [English](#)

Belfast - [English](#)

Denmark - [English](#)

Finland - [English](#)

France - [English](#) | [Français](#)

Germany - [English](#) | [Deutsch](#)

Ireland - [English](#)

Italy - [English](#) | [Italian](#)

Netherlands - [English](#)

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United Kingdom - [English](#)

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Your benefits at Stryker: Austria

Financial and protection

- Pension plan (subject to conditions)
- Anniversary bonus for long-term service
- Talent Referral Program with referral bonus (subject to policy)

Health and well-being

- Employee Assistance Program (EAP)

Work-life balance

- Work-from-home options (subject to business requirements)
- Flexible working hours (depending on role and function)

Career and development

- Career development discussions and ongoing feedback
- Strong focus on internal mobility and growth opportunities

Additional benefits and details

- Employee discounts across multiple sectors
- Company-sponsored accident insurance
- Bike leasing options

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Ihre Benefits bei Stryker: Österreich

Finanzen und Absicherung

- Pensionsplan (gemäß den geltenden Bedingungen)
- Jubiläumsbonus für langjährige Betriebszugehörigkeit
- Mitarbeiterempfehlungsprogramm mit Empfehlungsprämie (gemäß Richtlinie)

Gesundheit und Wohlbefinden

- Employee Assistance Program (EAP)

Work-Life-Balance

- Homeoffice-Möglichkeiten (vorbehaltlich geschäftlicher Anforderungen)
- Flexible Arbeitszeiten (abhängig von Rolle und Funktion)

Karriere und Entwicklung

- Karriereentwicklungsgespräche und kontinuierliches Feedback
- Interne Mobilität und Entwicklungsmöglichkeiten

Weitere Benefits und Details

- Mitarbeiterrabatte in verschiedenen Kategorien
- Unternehmensfinanzierte Unfallversicherung
- Bike-Leasing-Optionen

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Your benefits at Stryker: Belgium

Financial and protection

- Pension plan with employer contributions
- Bonus, commission and warrants
- Company car (role dependent)
- Talent Referral Program – receive €3,000 for successful referrals to selected roles, in line with Stryker's policy.

Health and well-being

- Hospitalization insurance via DKV
- Medical Benefits Abroad (Cigna)
- Employee Assistance program

Work-life balance

- Workplace flexibility (role dependent)
- Annual leave and additional leave policies

Career and development

- Tuition reimbursement
- Career development and internal mobility opportunities

Additional benefits and details

- Meal vouchers and ecocheques
- Commuting reimbursements
- Equipment (laptop, phone etc.)
- Catering and onsite perks

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Your benefits at Stryker: Belfast

Financial and protection

- Performance-based bonus opportunities
- Pension plan available with employer contribution
- Group life and income protection insurance
- Anniversary rewards for long service (additional leave at milestone years)
- Onsite canteen – excellent quality at reduced cost
- Talent Referral Program – receive €3,000 for successful referrals to selected roles, in line with Stryker's policy.

Health and well-being

- Private medical/health insurance
- Wellbeing initiatives focusing on fitness, nutrition and stress management
- Employee Assistance Program (EAP) including GP and counselling services

Work-life balance

- Hybrid, work-from-home options and flexible working arrangements (Role and site dependent)
- Annual leave increases with years of service
- Maternity / paternity / parental leave

Career and development

- Career development and internal mobility opportunities
- Educational assistance programs supporting further qualifications

Site-specific benefits and perks

- Staff and wellbeing events
- Cycle to Work Scheme with tax savings
- Defibrillator provided after 12 months
- Discount gym rates

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Your benefits at Stryker: Denmark

Financial and protection

- Pension scheme with Danica Pension
- Loss of earning capacity cover
- Death lump sum insurance
- Critical illness cover
- Talent Referral Program – receive €3,000 for successful referrals to selected roles, in line with Stryker's policy.

Health and well-being

- Health insurance via Gjensidige
- Employee Assistance Program
- Health checkups and vaccinations

Work-life balance

- 25 days annual leave + 5 extra days
- Flexible working conditions (role dependent)

Career and development

- Career development and internal mobility opportunities

Additional benefits and details

- Fitness contribution
- Company car (role dependent)
- Anniversary and birthday rewards

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Your benefits at Stryker: Finland

Financial and protection

- Earnings-related pension
- Group life insurance
- Talent Referral program – receive €3,000 for successful referrals to selected roles, in line with Stryker's policy.

Health and well-being

- Occupational healthcare
- Medical insurance
- Employee Assistance program

Work-life balance

- 30 days annual leave

Career and development

- Career development and internal mobility opportunities

Additional benefits and details

- Fitness contribution
- Company car (role dependent)

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Your benefits at Stryker: France

Financial and protection

- Competitive compensation including incentive-based plans
- Health insurance fully covered for employees and families
- Life insurance fully covered
- Company profit sharing
- Meal vouchers
- Talent Referral Programme – receive €3,000 for successful referrals to selected roles, in line with Stryker's policy

Health and well-being

- Well-being programmes
- Employee Assistance Program (EAP)
- Broad range of DE&I initiatives

Work-life balance

- Work-from-home options (role dependent)
- Right to disconnect policy to support a healthy work-life balance
- Flexible working times (role dependent)
- Additional leave policy

Career and development

- Apprenticeships and graduate programmes
- Career development discussions and internal mobility support

Additional benefits and site-specific details

- Pusignan site: Onsite cafeteria, Onsite gym
- Montbonnot site: free electric car charging stations, bike lease programme
- Imascap: free electric car charging stations, free fitness classes
- Social events

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Vos avantages chez Stryker: France

Avantages financiers et protection sociale

- Rémunération compétitive, plans de rémunération variable liés à la performance
- Mutuelle entièrement prise en charge pour les collaborateurs et leurs familles
- Prévoyance entièrement prise en charge
- Participation aux bénéfices de l'entreprise, accord d'intéressement
- Tickets restaurant
- Programme de cooptation : recevez 3 000 € pour toute recommandation aboutissant à un recrutement sur certains postes, conformément à la politique de Stryker.

Santé et bien-être

- Programmes de bien
- Programme d'aide aux collaborateurs (EAP)
- Large éventail d'initiatives DE&I

Équilibre entre vie professionnelle et vie personnelle

- Possibilités de télétravail (selon le poste)
- Politique de droit à la déconnexion favorisant un meilleur équilibre vie professionnelle et vie personnelle
- Horaires de travail flexibles (selon le poste)
- Politique de congés supplémentaires et RTT (selon le poste)

Carrière et développement

- Programmes d'apprentissage et parcours dédiés aux jeunes diplômés
- Échanges réguliers sur le développement de carrière et accompagnement à la mobilité interne

Avantages complémentaires et informations propres aux sites

- Site de Pusignan : restaurant d'entreprise, salle de sport sur site
- Site de Montbonnot : bornes de recharge gratuites pour véhicules électriques, programme de location de vélos
- Site d'Imascap : bornes de recharge gratuites pour véhicules électriques, cours de fitness gratuits
- Événements sociaux

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Your benefits at Stryker: Germany

Financial and protection

- Anniversary bonus for long-term service
- Talent Referral Program with referral bonus (subject to policy)

Health and well-being

- Wellbeing initiatives and fitness programs (site dependent)
- Employee Assistance Program (EAP)

Work-life balance

- Work-from-home options (subject to business requirements)
- Flexible working hours (depending on role and function)

Career and development

- Career development discussions and ongoing feedback
- Strong focus on internal mobility and growth opportunities

Additional benefits and details

- Company-sponsored accident insurance
- Employee discounts across multiple sectors
- Regular staff events

Site-specific benefits and perks

- Vacation and Christmas bonus (selected sites)
- Pension plan (selected sites)
- Discounted public transport options (selected sites)
- Bike leasing options (selected sites, e.g. Eurorad)
- Subsidised fitness membership (Berlin)
- Childcare allowance (subject to conditions, Duisburg)
- Childcare subsidy program (Freiburg, Mühlheim-Stetten, Tuttlingen)
- Baby tree program celebrating the birth of a child (Kiel)

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Ihre Benefits bei Stryker: Deutschland

Finanzen und Absicherung

- Jubiläumsbonus für langjährige Betriebszugehörigkeit
- Mitarbeiterempfehlungsprogramm mit Empfehlungsprämie (gemäß Richtlinie)

Gesundheit und Wohlbefinden

- Initiativen für Wohlbefinden und Fitnessprogramm (standortabhängig)
- Employee Assistance Program (EAP)

Work-Life-Balance

- Homeoffice-Möglichkeiten (vorbehaltlich geschäftlicher Anforderungen)
- Flexible Arbeitszeiten (abhängig von Rolle und Funktion)

Karriere und Entwicklung

- Karriereentwicklungsgespräche und kontinuierliches Feedback
- Interne Mobilität und Entwicklungsmöglichkeiten

Weitere Benefits und Details

- Unternehmensfinanzierte Unfallversicherung
- Mitarbeiterrabatte in verschiedenen Kategorien
- Regelmäßige Mitarbeitererevents

Standortspezifische Benefits und Zusatzleistungen

- Urlaubs- und Weihnachtsgeld (ausgewählte Standorte)
- Betriebliche Altersvorsorge (ausgewählte Standorte)
- Vergünstigte Optionen für den öffentlichen Nahverkehr (ausgewählte Standorte)
- Bike-Leasing-Optionen (ausgewählte Standorte)
- Bezuschusste Fitnessmitgliedschaft (Berlin)
- Kinderbetreuungszuschuss (Duisburg, vorbehaltlich der geltenden Bedingungen)
- Kinderbetreuungszuschussprogramm (Freiburg, Mühlheim-Stetten, Tuttlingen)
- Baby-Baum-Programm zur Geburt eines Kindes (Kiel)

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Your benefits at Stryker: Ireland

Financial and protection

- Performance-based bonus opportunities
- Pension plan available with employer contribution
- Group life insurance
- Income protection insurance
- Anniversary rewards for long service (additional leave at milestone years)
- Onsite canteens – excellent quality at reduced cost
- Talent Referral Program – receive €3,000 for successful referrals to selected roles, in line with Stryker's policy.

Health and well-being

- Private medical/health insurance
- Wellbeing initiatives focusing on fitness, nutrition and stress management
- Employee Assistance Program (EAP) including GP and counselling services

Work-life balance

- Hybrid, work-from-home options and flexible working arrangements (Role and site dependent)
- Annual leave increases with years of service
- Maternity / paternity / parental leave

Career and development

- Career development and internal mobility opportunities
- Educational assistance programs supporting further qualifications
- Apprenticeship programs and Graduate programs available

Site-specific benefits and perks

- Staff and wellbeing events
- Cycle to Work Scheme with tax savings
- Onsite gym certain locations
- Sports and Social membership

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Your benefits at Stryker: Italy

Financial and protection

- Bonus – based on company performance
- Sales incentive plans for eligible roles
- Pension fund (collective agreement)
- Seniority awards
- Wedding and child bonuses
- Talent Referral Program – receive €3,000 for successful referrals to selected roles, in line with Stryker's policy.

Health and well-being

- Medical, life, long-term disability and accident insurance
- Employee Assistance Program (EAP)

Work-life balance

- Supportive working environment with flexibility based on role

Career and development

- Career development and internal mobility support

Additional benefits and details

- Meal vouchers (€10 per working day)
- Gym access (Rome site)
- Onsite canteen
- Kindergarten on-site (Formello)
- Equipped kitchen and nearby restaurants
- Additional paternity leave (10 days on top of law provisions)

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I tuoi benefit in Stryker: Italia

Benefit economici e tutela

- Bonus basato sui risultati aziendali
- Piani di incentivazione per il personale commerciale idoneo
- Fondo pensione previsto dal contratto collettivo
- Premi di anzianità
- Bonus per matrimonio e nascita di figli
- Programma di Talent Referral – Ricevi 3.000 € per ogni segnalazione andata a buon fine relativa a ruoli selezionati, in conformità con la policy di Stryker.

Salute e benessere

- Assicurazione medica, sulla vita, per invalidità a lungo termine e/o contro gli infortuni
- Programma di assistenza ai dipendenti (EAP)

Equilibrio tra lavoro e vita privata

- Ambiente di lavoro supportante con flessibilità in base al ruolo

Carriera e sviluppo

- Supporto allo sviluppo di carriera e alla mobilità interna

Benefit aggiuntivi e dettagli

- Buoni pasto (10 € per giorno lavorativo)
- Accesso alla palestra (sede di Roma)
- Mensa aziendale in sede
- Asilo nido in sede (Formello)
- Cucina attrezzata e ristoranti nelle vicinanze
- Congedo di paternità aggiuntivo (10 giorni oltre a quanto previsto dalla legge)

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Your benefits at Stryker: Netherlands

Financial and protection

- Competitive salary with incentive-based compensation and bonus opportunities
- Pension plan available under certain conditions
- Anniversary and life event bonuses for long service
- Talent Referral Program – receive €3,000 for successful referrals to selected roles, in line with Stryker's policy.

Health and well-being

- Strong focus on employee wellbeing and work-life balance

Work-life balance

- Holiday entitlement increases with service
- NS Business Card for commuting and personal travel

Career and development

- Career development and internal mobility opportunities

Site-specific benefits and perks

- Amsterdam: onsite sports classes, cafeteria, free coffee and fruit, staff events
- Venlo: onsite gym, cafeteria, free coffee and fruit, staff events
- Maastricht: kitchen, free coffee and fruit, staff events

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Your benefits at Stryker: Norway

Financial and protection

- Defined contribution pension
- Group life insurance
- Talent Referral program – receive €3,000 for successful referrals to selected roles, in line with Stryker's policy.

Health and well-being

- Health insurance
- Employee Assistance program

Work-life balance

- 30 days annual leave
- Home office allowance

Career and development

- Career development and internal mobility opportunities

Additional benefits and details

- Fitness contribution
- Company car (role dependent)
- Referral bonus

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Your benefits at Stryker: Poland

Financial and protection

- Performance-based bonus opportunities
- Length of service awards from 5 years
- Group life insurance
- Retirement benefits
- Talent Referral program

Health and well-being

- Health benefits including sports card and eyewear reimbursement
- Private medical care
- Employee Assistance Program (EAP)

Work-life balance

- Flexible work arrangements and work-from-home options (depending on the specifics of the position)

Career and development

- Educational assistance and online learning platforms
- Career development discussions and internal mobility support

Additional benefits and details

- Social benefits fund (holiday subsidy)
- Lunch allowance and refreshments
- Social and recreational activities

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Twoje benefity w Stryker: Polska

Finanse i zabezpieczenie

- Możliwości otrzymania premii uzależnionej od wyników
- Nagrody za staż pracy od 5 lat
- Grupowe ubezpieczenie na życie
- Świadczenia emerytalne
- Program poleceń pracowniczych

Zdrowie i dobre samopoczucie

- Benefity zdrowotne, w tym karta sportowa i refundacja okularów
- Prywatna opieka medyczna
- Program wsparcia pracowników (EAP)

Równowaga między pracą a życiem prywatnym

- Elastyczna organizacja pracy i możliwość pracy z domu (w zależności od specyfiki stanowiska)

Kariera i rozwój

- Dofinansowanie edukacji i platformy szkoleniowe online
- Rozmowy rozwojowe i wsparcie mobilności wewnętrznej

Dodatkowe benefity

- Zakładowy Fundusz Świadczeń Socjalnych (dofinansowanie wypoczynku)
- Dofinansowanie posiłków oraz napoje i przekąski dostępne w biurze
- Aktywności społeczne i rekreacyjne

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Your benefits at Stryker: Romania

Financial and protection

- Competitive salary with incentive-based compensation and commission opportunities (role dependent)
- Performance-related bonus opportunities
- Life insurance
- Vacation allowance equal to half a month's salary when taking 10 days of annual leave (paid once per year)
- Savings plan accumulation equivalent to half a month's salary per year
- Long Service, Value and Ignite Awards recognizing performance and contribution

Health and well-being

- Medical services subscription through Regina Maria Clinics
- Option to extend medical coverage to spouses and children
- Medical insurance coverage for employees

Work-life balance

- Work from home up to two days per week, subject to manager approval and business needs
- Flexible working arrangements

Career and development

- Apprenticeship and graduate programmes
- Career development discussions and internal mobility support
- Ongoing support for professional growth and development

Additional benefits and details

- Meal vouchers
- Company car for eligible positions
- Easter and Christmas Vouchers
- Recognition and value awards
- Staff events

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Your benefits at Stryker: Spain

Financial and protection

- Competitive salary
- Life insurance
- Anniversary and life event bonuses
- Talent Referral Program – receive €3,000 for successful referrals to selected roles, in line with Stryker's policy.

Health and well-being

- Health and dental insurance (Cigna)
- Employee Assistance Program (EAP)

Work-life balance

- Work from home and flexible working arrangements (situation and role dependent)
- Lyra Health Assistance program

Career and development

- Career development support and internal mobility

Additional benefits and details

- Meal card (€9 per working day contribution from Stryker)
- Transportation card with tax benefits
- Childcare support via flexible compensation
- Onsite canteen and employee events

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Tus beneficios en Stryker: España

Finanzas y protección

- Salario competitivo
- Seguro de vida
- Bonificaciones por aniversario y acontecimientos personales importantes
- Programa de recomendación de talento: recibe €3,000 por recomendaciones exitosas para puestos seleccionados, de acuerdo con la política de Stryker.

Salud y bienestar

- Seguro médico y dental (Cigna)
- Programa de Asistencia al Empleado (EAP)

Conciliación laboral y personal

- Trabajo desde casa y modalidades de trabajo flexible (según la situación y el puesto)
- Programa de Asistencia al Empleado con Lyra Health

Carrera y desarrollo

- Apoyo al desarrollo profesional y movilidad interna

Beneficios adicionales y detalles

- Tarjeta restaurante (contribución de Stryker de €9 por día laborable)
- Tarjeta de transporte con beneficios fiscales
- Apoyo para guardería mediante compensación flexible
- Comedor en las instalaciones y eventos para empleados

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Your benefits at Stryker: Sweden

Financial and protection

- Occupational pension insurance
- Group life insurance
- Long-term disability insurance
- Talent Referral Program– receive €3,000 for successful referrals to selected roles, in line with Stryker's policy.

Health and well-being

- Private medical insurance
- Employee Assistance Program
- Vaccinations

Work-life balance

- Reduction of working hours (ATK)

Career and development

- Career development and internal mobility opportunities

Additional benefits and details

- Fitness contribution
- Bike benefit
- Company car (role dependent)

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Your benefits at Stryker: Switzerland

Financial and protection

- Pension contributions with strong employer participation
- Talent Referral Program with a referral bonus (subject to policy)

Health and well-being

- Accident insurance coverage beyond statutory requirements
- Employee Assistance Program (EAP)

Work-life balance

- Work-from-home options (subject to business requirements)
- Flexible working hours (depending on role and function)

Career and development

- Career development discussions and ongoing feedback
- Strong focus on internal mobility and growth opportunities

Additional benefits and details

- Employee discounts across multiple sectors
- Regular staff events

Site-specific benefits and perks

Selzach

- Subsidized daycare places at a local daycare center (limited availability)
- Additional public holidays beyond statutory requirements
- Baby tree program celebrating the birth of a child

Biberist

- Language courses (based on role)
- Additional role-based training initiatives

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Ihre Benefits bei Stryker: Schweiz

Finanzen und Absicherung

- Attraktive Arbeitgeberbeteiligung an der Pensionskasse
- Mitarbeiterempfehlungsprogramm mit Empfehlungsprämie (gemäß Richtlinie)

Gesundheit und Wohlbefinden

- Erweiterte Unfallversicherung über die gesetzlichen Anforderungen hinaus
- Employee Assistance Program (EAP)

Work-Life-Balance

- Homeoffice-Möglichkeiten (vorbehaltlich geschäftlicher Anforderungen)
- Flexible Arbeitszeiten (abhängig von Rolle und Funktion)

Karriere und Entwicklung

- Karriereentwicklungsgespräche und kontinuierliches Feedback
- Interne Mobilität und Entwicklungsmöglichkeiten

Weitere Benefits und Details

- Mitarbeiterrabatte in verschiedenen Kategorien
- Regelmäßige Mitarbeitererevents

Standortspezifische Benefits und Zusatzleistungen

Selzach

- Subventionierte Kita-Plätze in einer lokalen Kindertagesstätte (begrenzte Verfügbarkeit)
- Zusätzliche Feiertage über die gesetzlichen Anforderungen hinaus
- Baby-Tree-Programm zur Geburt eines Kindes

Biberist

- Sprachkurse (abhängig von Rolle und Funktion)
- Zusätzliche rollenbezogene Trainingsangebote

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Vos avantages chez Stryker: Suisse

Sécurité financière et protection sociale

- Cotisations à la caisse de pension avec une participation importante de l'employeur
- Programme de cooptation avec prime de recommandation, sous réserve de la politique applicable

Santé et bien-être

- Couverture d'assurance accidents allant au-delà des exigences légales
- Programme d'aide aux employés (Employee Assistance Program – EAP)

Équilibre entre vie professionnelle et vie personnelle

- Possibilités de télétravail, sous réserve des besoins de l'entreprise
- Horaires de travail flexibles, selon le poste et la fonction

Carrière et développement

- Échanges réguliers autour du développement de carrière et feedback continu
- Forte attention portée à la mobilité interne et aux opportunités de développement

Avantages complémentaires et informations pratiques

- Réductions collaborateurs dans plusieurs secteurs
- Événements collaborateurs organisés régulièrement

Avantages et privilèges spécifiques aux sites

Selzach

- Places de crèche subventionnées dans une structure locale, sous réserve de disponibilité
- Jours fériés supplémentaires au-delà des exigences légales
- Programme « Baby Tree » pour célébrer la naissance d'un enfant

Biberist

- Cours de langues, selon le poste
- Formations complémentaires selon le poste

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Your benefits at Stryker: United Kingdom

Financial and protection

- Pension scheme with employer contributions
- Income protection and group life assurance – employees are automatically enrolled in the Income Protection Scheme provided by Aviva and Group Life Insurance provided by Canada Life
- Long service awards with monetary remuneration every 5 years
- Talent Referral Program – receive €3,000 for successful referrals to selected roles, in line with Stryker's policy.

Health and well-being

- Private medical and dental insurance
- Employee Assistance Program (EAP)
- Free Onsite Gym
- Massage Chairs Onsite

Work-life balance

- Holiday entitlement increasing with service
- Flexible working options (role dependent)

Career and development

- Career development and internal mobility opportunities
- Tuition Reimbursement

Site-specific benefits and perks

- Employee stock purchase plan
- Cycle to Work scheme
- Company car eligibility (role dependent)
- Onsite canteen and free fruit
- Glasses refund
- Employee Discounts