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Odoo T&T Payroll Module

Implements Statutory Payroll Rules for Trinidad & Tobago

- PAYE, NIS & Health Surcharge Computations for Payslip Generation.

Fully compatible with Odoo Attendance, to automate deductions for lateness or calculate overtime payments instantly.

Technical Architecture & Logic

Installs Payroll Structure: "Gabcol T&T 2026 Standard"

- PAYE Allowance: \$90,000 annual ceiling.
- NIS Tax Relief: 70% deduction applied before PAYE.
- Health Surcharge: Automated thresholds (\$470/mth) and rate switching.

The module solves this using **Actual Monday Logic**. By counting the exact number of Mondays in every pay cycle, our system ensures your payroll liabilities match your government payments to the cent. No more manual adjustments or reconciliation errors at month-end.

The following steps detail the output of our calculation of Net Pay, adhering to the Trinidad & Tobago statutory rules, for a sample employee..

Category	Item	Amount	Note
Earnings	Basic Salary	\$15,000.00	Fixed ▾
	Taxable Addon	\$700.00	Fixed ▾
	Non-Taxable Addon	\$500.00	Fixed ▾
Gross Pay	All Earnings	\$16,200.00	(\$15,000.00 + \$700.00 + ... ▾

1. Determine Total Gross Earnings & Taxable Salary

Line	Calculation	Amount	Note
Total Gross Pay	Basic Salary + Taxable Addon + Non-Taxable Addon	\$16,200.00	The total amount earned before any deductions.
Taxable Salary	Basic Salary + Taxable Addon	\$15,700.00	Used as the base for PAYE calculation. (Non-Taxable Addon is excluded.)

2. Calculate Statutory Deductions (NIS Employee & Health Surcharge)

The system applies the "Actual Monday Logic" side by side for a 4 Monday and 5 Monday Month - based on fixed weekly rates (NIS: \$169.50/wk, HSC: \$8.25/wk).

Statutory Deduction	Logic	Feb 2026 (4 Mondays)	March 2026 (5 Mondays)
NIS Employee	\$169.50 times Mondays	\$678.00	\$847.50
Health Surcharge (HSC)	\$8.25 times Mondays	\$33.00	\$41.25

3. Calculate PAYE Tax

PAYE Tax is calculated on the **Chargeable Income** (Taxable Salary less statutory allowances) at a flat 25% (assuming the employee is within the 25% bracket).

Computation Line	Logic	Feb 2026	March 2026
1. Taxable Salary		\$15,700.00	\$15,700.00
2. PAYE Annual Allowance (90k)	(Fixed Monthly)	(\$7,500.00)	(\$7,500.00)
3. NIS Relief	70%	(\$474.60)	(\$593.25)
4. Chargeable Income	(Line 1 - 2 - 3)	\$7,725.40	\$7,606.75
PAYE TAX	(Chargeable Income times 0.25)	\$1,931.35	\$1,901.69

4. Final Net Pay Calculation

The Final Net Pay is calculated as Total Gross Pay (including Non-Taxable Addon) less all deductions.

Formula: Final Net Pay = Total Gross Pay - NIS (EE) - PAYE - HSC - General Deduction

Deduction Component	Feb 2026	March 2026
Total Gross Pay	\$16,200.00	\$16,200.00
Less: NIS (EE)	(\$678.00)	(\$847.50)
Less: PAYE	(\$1,931.35)	(\$1,901.69)
Less: HSC	(\$33.00)	(\$41.25)
Less: General Deduction	(\$600.00)	(\$600.00)
FINAL NET PAY	\$12,957.65	\$12,809.56