NMW / NLW Checker

User Guide · Odoo 18.0 & 19.0

Flag workers whose effective hourly rate breaches UK NMW/NLW bands

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1. Overview

National Minimum Wage Checker ==========

UK National Minimum Wage / National Living Wage breaches lead to public naming and fines, yet Odoo has nothing to detect them. A worker can fall below NMW even on a compliant headline rate once accommodation offsets, uniform/tool deductions, salary sacrifice and unpaid working time are taken into account.

This module computes each worker's effective hourly rate for a pay reference period and checks it against the correct age-banded NMW/NLW rate:

* Maintain NMW rate tables by effective date and age/apprentice band (multi-year history). * Per-worker reference data: age band, contracted/actual hours, gross pay, and a list of deductions and additions that count for NMW (accommodation offset, deductions for the employer's own use, etc.). * The effective-rate engine applies HMRC-style rules: deductions that reduce NMW pay, the accommodation offset cap, and unpaid time, then compares to the band rate. * Batch assessment across all employees for a period, with a breach list, shortfall per worker, and the remediation top-up required.

All calculations are transparent and fully auditable line-by-line.

2. Installation

Open Apps, click Update Apps List, search for “NMW / NLW Checker” (technical name **gb_national_minimum_wage_checker**) and press Install. The module supports Odoo 18.0 and 19.0, Community and Enterprise.

3. Menus & Navigation

After install the following menus become available:

- NMW Checker
- Assessments
- Batch Assessment
- Configuration
- NMW Rates
- Compliance Reports

4. Feature & Data-Model Reference

The app implements the following records and engines:

Model	Purpose
nmw.rate	NMW / NLW Rate
nmw.assessment.line	NMW Assessment Adjustment
nmw.compliance.report	NMW Compliance Report
nmw.assessment	NMW Assessment
nmw.batch.wizard	NMW Batch Assessment Wizard

5. Typical Workflow

1. Open the app's Configuration menu and set up the master data / policies it needs.
2. Create the main operational record from its primary menu.
3. Use the action buttons on the form (e.g. Confirm / Compute / Post / Generate) to run the engine.
4. Review the results in the list, pivot and report views; export or post where applicable.

6. Support

Email **support@pokutsoft.com** or visit **https://pokutsoft.com**. Please include your Odoo version (18.0 / 19.0) and the module technical name.