

Tiered Sales Commissions



Tiered Sales Commissions Version 19.0.4.2.0 English

Pay your salespeople on what they actually sold: a bonus per unit, a bonus for reaching a volume, a share of the margin, a collective bonus for the team – computed per period over your sales orders, and over your Point of Sale orders when that application is installed.

Overview

A commission plan is easy to describe out loud and hard to hold in a spreadsheet: *“5 per bike sold, 2 only if the salesperson discounted it, an extra 100 at 10 bikes in the month, 200 more at 20, and 500 for the workshop when the whole team passes 40.”* This module holds exactly that, and computes it for you every month.

Five kinds of commission are available, and a single rule may combine them:

- **Unit commission** – a fixed amount per unit sold, which shrinks or disappears as the salesperson grants a discount.
- **Revenue commission** – a percentage of the discounted untaxed revenue, the plainest plan of all and the one most people mean by “commission”.
- **Margin commission** – a percentage of the untaxed margin, so that a deep discount reduces the commission on its own.
- **Individual tier** – a bonus when a salesperson reaches a quantity *or* an untaxed revenue over the period.
- **Department tier** – a collective bonus when a whole department reaches a threshold, split among its members.

Everything is computed **per period** – a month or a week – from the orders already recorded in Odoo. There is nothing to enter twice, and nothing to tick on a sale.

Nothing Runs Inside Your Sales

This is the design decision the whole module is built on, and the one worth reading before any other.

Commissions are **not** computed while a sale is being made. No commission code runs when a quotation is created, when an order is confirmed, when a cashier validates a basket or when an invoice is posted. The module reads your orders afterwards, in its own document, and writes its results in its own tables.

Three consequences, and they are the reason to choose this module:

- **A misconfigured rule can never block a sale.** A wrong threshold, a forgotten discount range, a rule pointing at the wrong category: the worst that can happen is a commission figure you disagree with, on a document nobody outside the office ever sees. The salesperson keeps selling, the cashier keeps cashing.
- **The Point of Sale keeps its speed.** Nothing is added to the checkout path, nothing is loaded into the register, nothing is computed when an order is synchronised. A register running this module behaves exactly like one that does not.
- **Nothing is ever rewritten behind you.** The module never writes on a sale order, a POS order, an invoice or a journal entry. It creates commission periods and commission lines, and that is all. Uninstalling it takes those away and leaves your sales history untouched.

The price of that design is that a commission is known at the end of the period rather than at the second the order is confirmed – which is also when you pay it.

Requirements

- Odoo 19.0, Community or Enterprise.
- The standard **Sales** (`sale_management`), **Invoicing** (`account`) and **Employees** (`hr`) applications, plus the standard margin module `sale_margin`. They are installed automatically as dependencies.
- Optional: the **Point of Sale** (`point_of_sale`) application. When it is installed, the POS baskets are counted alongside the sale orders, with nothing to configure. Nothing installs it for you: a company selling from the back office only never sees the Point of Sale appear.
- Optional: the **Repairs** (`repair`) application. When it is installed, a setting can pay the commission of a repair-linked sale to the repair technician. Nothing installs it for you.
- For margin commissions: a **cost** set on the products.
- For department bonuses: an **employee** record linked to the user and to a department, for every salesperson concerned.
- At the Point of Sale, to give the commission to the cashier rather than to the user who opened the session: the standard **pos_hr** option (*Point of Sale -> Configuration -> Settings -> Employees*).

Configuration

Commission Plans

Commissions -> Configuration -> Commission Plans, reserved to commission managers. A plan groups the rules paying one group of salespeople.

One plan is enough for most companies: leave its **Salespersons** empty and it pays everybody. Add a second plan, listing its own salespeople, the day a junior and a senior must earn different amounts on the same catalogue – which a single set of rules cannot express, since only one rule may cover a product.

Plans are never combined. A salesperson is paid by **exactly one plan**: the first, by sequence, that lists them; and failing that the first plan listing nobody. A salesperson no plan claims, with no such default plan configured, earns nothing – which is a legitimate way to pay only the people you listed.

Warning

Deleting a plan deletes its rules. A rule already used by a computed period – by one of its commission lines or of its calculation details – cannot be deleted, so the deletion is refused rather than silently rewriting a past period. Archive the plan instead.

Commission Rules

Commissions -> Configuration -> Commission Rules, reserved to commission managers. One rule describes what a product, or a whole family of products, earns.

Where the rule applies

Every rule belongs to a **Commission Plan**, and **Apply On** says what it covers: a **Specific Product**, a **Product Category**, or **All Products**. A category rule can be extended to its sub-categories with **Include Child Categories**.

Within one plan, only one *active* rule may cover a given product, one a given category, and one all products. Two different plans may of course cover the same catalogue – that is what plans are for. When a sold product is covered by several rules **of its salesperson's plan**, the most specific one wins:

1. a rule on the product itself,
2. a rule on its own category,
3. a rule on a parent category that includes its children,
4. the rule on all products.

A product covered by no rule earns nothing and is simply ignored – including in the tier counters. A rule on **all products** is therefore the shortest possible plan: one rule, one rate, the whole catalogue.

Note

Archiving a rule frees the product or the category for a new one. Bringing an archived rule back is refused as long as another active rule occupies the same product or category, so a plan can be replaced without ever having two rules competing.

What the rule pays

Calculation Basis decides how the per-sale part is computed.

Fixed Amount per Quantity – the classic unit bonus. Fill the **Discount Tiers** table with one line per discount range:

Discount from	Discount to	Commission
0 %	5 %	5.00
5.01 %	10 %	2.00
10.01 %	100 %	0.00

The commission is *amount x quantity sold*, taken from the range the line's discount falls into. Ranges must not overlap, and a discount that falls outside every range earns nothing. This is where a commission plan pushes back against discounting: the salesperson choosing to give 12 % knows what it costs them.

% of Revenue (Untaxed) – the commission is a percentage of the **discounted untaxed revenue** of each line, the very base your order totals are built on. Set **Commission % on Revenue** between 0 and 100. Nothing else is needed: no cost on the products, no range to maintain.

% of Margin (Untaxed) – the commission is a percentage of the untaxed margin of each line, that is the **discounted untaxed price minus the cost**. Set **Commission % on Margin** between 0 and 100. A discount reduces the margin, so it reduces the commission without any range to maintain. A line whose net margin is negative creates no commission.

Rate per discount range

Both percentage bases can read their rate from the discount ranges instead of a single percentage. Tick **Rate per Discount Range**, then fill the **Discount Tiers** table with a rate per range:

Discount from	Discount to	Commission %
0 %	0 %	5.00
1 %	10 %	2.50
11 %	100 %	0.00

Each line is paid at the rate of the range its own discount falls into, and a discount outside every range earns nothing. The single percentage above is then ignored. This is how a plan keeps a percentage commission and still pushes back against discounting: pay 5 % at full price, half of it on a small discount, nothing past the ceiling.

Individual tiers

The **Individual Tiers** table adds a bonus for reaching a volume over the period:

Quantity threshold	Revenue threshold	Commission	Cumulative
10	0	100.00	yes
20	0	200.00	no

Each tier holds a **quantity threshold** and an **untaxed revenue threshold**, and is reached as soon as **one of the two** is crossed – a threshold left at 0 is simply not used. That is what lets a single plan reward both the salesperson who sells many small items and the one who sells few expensive ones.

Cumulative means the tier applies as many times as it is reached: with a cumulative tier of 10 units, 25 units pay it twice. Tiers are never combined with each other – the highest reached tier is the one that pays – so a non-cumulative tier at 20 replaces the tier at 10 rather than adding to it.

Tiers that pay a percentage

A tier does not have to pay a fixed bonus. Set **Individual Tier Reward** to *Percentage* and every tier carries a **rate** instead of an amount, applied to the untaxed revenue of the period – to the untaxed margin when the rule is margin-based. A percentage tier always needs a **revenue threshold**, since its rate applies to an amount.

Rate Application decides what the rate is applied to:

Revenue threshold	Commission %
10,000	2.00
50,000	4.00

On the whole base – the highest threshold reached sets one rate, paid on everything sold. With 70,000 sold, the 50,000 threshold is reached, so the whole 70,000 pays 4 % and the tier is worth **2,800**.

On the part above each threshold – every slice is paid at its own rate, the way an income tax scale works. With the same 70,000: the slice from 10,000 to 50,000 pays 2 % and the slice above 50,000 pays 4 %, so the tier is worth **1,600**. The first 10,000 pay nothing, because nothing lies below the first threshold.

The first mode is the one salespeople ask for, and it creates a cliff: one euro over a threshold can be worth hundreds. The second has no cliff and costs less. Both are legitimate plans, so pick the one you can defend in front of the team.

The per-line commission and the tier commission are paid together: a rule may pay 1 % of the revenue on every line *and* a tier rate on top of the period total.

Department tiers

The **Department Tiers** table works the same way at team level: the quantities and the revenue of every eligible salesperson of a department are added up, and the tier that the department reaches pays a **single amount, split equally among its members**. Leave **Department** empty for a tier that applies to every department, or set it to reserve the tier to one of them.

The split follows the rounding of the period currency, and only salespeople attached to that department through an employee record take part in it.

Discount limits

Discount Limit - Individual Tiers (%) and **Discount Limit - Department Tiers (%)** exclude the over-discounted sales from the tier counters: a line discounted above the limit stops counting towards the thresholds, both in quantity and in revenue. It still earns its unit or margin commission, at the level its discount range dictates.

Left at 0, no limit applies.

Eligible salespersons

Eligible Salespersons restricts the whole rule to the users listed. Left empty – the usual case – the rule applies to everybody. The restriction also governs the team bonus: the department amount is split among the members who are on the list, and a department where nobody is eligible earns nothing.

When a Sale Counts

*Commissions -> Configuration -> Settings, **A Sale Counts When***. One choice, and it decides which document the commissions are read from.

Order Confirmed – the default, and the behaviour of every release before this one. A sale counts on the date its order was confirmed, whether it has been invoiced or paid or neither.

Invoice Posted – a sale counts on the date of its customer invoice. An order confirmed but never invoiced pays nothing; a draft invoice pays nothing either.

Invoice Paid – a sale counts on the date its invoice was **fully** settled. An invoice paid in instalments counts when the last one lands, not the first. This is the only mode where an unpaid invoice never earns a commission, which is what makes it the answer to bad debt.

Trigger	The sale counts	An unpaid invoice
Order Confirmed	on the order date	is paid anyway
Invoice Posted	on the invoice date	is paid anyway
Invoice Paid	on the payment date	is never paid

Credit notes

In the two invoice modes a **credit note reduces the commission**. Issued in the same period as the sale, it simply lowers the totals – three bikes sold and one returned commission two. Issued in a later period, it produces a **negative commission line** in that period: the clawback is recorded where it happened rather than silently lost, and the tier counters go down with it.

Note

A negative total creates a line in the two invoice modes only. On the order trigger, where no credit note is ever read, a negative total can only come from a sale made at a loss, and the module's answer there is unchanged: such a sale earns nothing rather than creating a debt.

Point of Sale

Point of Sale baskets are counted at the **checkout** in all three modes – they are cashed there, so there is nothing to wait for. The invoices the Point of Sale generates are therefore left out of the invoice modes, so that a basket is never paid twice.

Settings

Commissions -> Configuration -> Settings, reserved to administrators.

Commission Period Type

Monthly or *Weekly*. Drives the periods the scheduled action creates.

Monthly Calculation Day

The day of the month, between 1 and 28, from which the elapsed month is computed. Leave it at 1 to close the month as soon as it ends, or push it to 5 or 10 to let the late orders and the corrections land first.

Detail Only the Lines That Earn a Commission

Off by default. The calculation details record every source line of the period, including the ones that earned nothing – a product no rule covers, a salesperson no plan pays – since those are precisely the lines somebody asks about. Enable this to keep the counted lines only, which a shop selling thousands of lines a month outside every rule may prefer.

Automatic Validation

Off by default, and worth leaving off: it validates a period as soon as it is computed, which removes the review step where a wrong rule is normally caught.

Commission to the Repair Technician

Shown only when the **Repairs** application is installed, off by default. When enabled, the commission of a sale linked to a repair order goes to the repair technician instead of the salesperson.

Income Account Prefix for Margin

Restricts margin commissions to the products whose income account starts with this prefix. Empty by default – every product counts. With the French chart of accounts, **7** keeps the class 7 income accounts and leaves out the pass-through charges booked on 467 accounts (registration fees, freight, duties collected for a third party), which inflate a margin they never belonged to.

Access Rights

A user form carries a **Commissions** line in its Sales section (*Settings -> Users & Companies -> Users*), with two values:

- **User** – reads the periods and **their own commission lines only**. This is the right for the sales team: everybody sees what they earned and nobody sees what the others earned.

- **Manager** – writes the rules, computes, validates and marks periods as paid, and reads every line.

Every user holding the **Settings** right is a commission manager from the installation onwards – the module would otherwise be closed to everybody, including whoever just installed it. The sales team is given the **User** value of the Commissions line by hand, salesperson by salesperson.

The **Settings** menu of the application is reserved to administrators (*Settings* access right), because it decides the periodicity for the whole company.

Running a Period

Automatically

A daily scheduled action, **Automatic Commission Calculation**, creates the elapsed period – the previous month or the previous week – and computes it. For a monthly plan, it waits for the calculation day configured in the settings; for a weekly plan, it closes the previous week as soon as it is over.

The scheduled action is deliberately conservative:

- it never creates a period that overlaps an existing one, cancelled periods excepted – so a period you created by hand is used rather than duplicated;
- it computes nothing while no active rule exists, instead of failing every night until the plan is configured;
- it computes only periods still in *Draft*, so it can never overwrite a period you have already reviewed.

On Demand

Everything the scheduled action does is available from the interface, and this is the normal way to work when a month needs attention.

Commissions -> Periods lists them all. Create one – its dates default to the elapsed month, and a monthly period snaps to whole months, a weekly one to Monday-Sunday – then press **Calculate Commissions**. The lines appear immediately, with the quantity, the untaxed revenue, the untaxed margin and the amount behind each one.

Recalculating is the point. Press *Calculate Commissions* again and the previous lines are dropped and computed anew from the orders as they stand at that moment. So the ordinary accidents of a month end are handled by pressing one button again:

- an order recorded two days late, or dated back into the period;
- a wrong quantity, a wrong discount or a wrong salesperson corrected on an order;
- a POS session closed after the calculation ran;
- a rule fixed – a threshold, a discount range, a missing category;
- an employee finally attached to their department, so the team bonus can be split correctly.

A period already **validated** has to be sent back with **Reset to Draft** before it can be recomputed, and a **paid** period is closed for good: what has been paid stays on the record. Use **Cancel** on a period created by mistake – its lines are removed and the dates are freed for another period.

The States of a Period

```
Draft  ->  Calculated  ->  Validated  ->  Paid
          |              |
          +-- Reset to Draft --+
      (Cancel available while draft or calculated)
```

- **Draft** – created, not computed yet.
- **Calculated** – the lines exist and can be recomputed at will.
- **Validated** – the figures are agreed. The period no longer moves unless it is reset to draft.
- **Paid** – the commissions have been paid. The period is frozen.

Odoo's usual chatter and activity tools are available on a period, so the “who computed this, and when” question has an answer on the document itself – the last calculation date and its author are stored on the period.

Paying the Commissions

The module stops at the figures. Marking a period as *Paid* records that the payment was made; **it creates no payslip, no invoice and no journal entry**. That deliberate limit is what keeps the module out of your accounting: it computes an amount, you pay it the way your country and your payroll require.

What Is Taken Into Account

Sale orders

Every **confirmed** sale order of the company whose order date falls inside the period – locked orders included, since a finished order stays confirmed. A quotation never counts. The commission goes to the **salesperson of the order**.

Point of Sale orders

Only when the **Point of Sale** application is installed – it is not a dependency of this module, and nothing changes for a database that does not have it.

Every POS order in state *Paid*, *Done* or *Invoiced*, by order date. The commission goes, in this order of preference:

1. the seller set on the order, when a module provides that field;
2. the **employee of the register** when the standard *pos_hr* option is enabled on the Point of Sale, provided that employee is linked to a user;

3. failing both, the user who recorded the order.

Repair orders

When the **Repairs** application is installed and the **Commission to the Repair Technician** setting is enabled, the commission of a sale linked to a repair order goes to the **repair technician** rather than to the salesperson: the workshop earned it. The setting is off by default – without it, a repair-linked sale is treated like any other sale.

Period bounds and time zone

An order carries a date *and a time*, stored in UTC, while a period carries plain dates. The bounds are therefore resolved in the **time zone of the company** (the one on its contact record, falling back to the user's), so that “the month of March” means the month as your shop lived it. This matters everywhere, and a great deal far from Greenwich: without it, a Tahiti sale made on 31 March at 3 p.m. would land in April.

How the margin is computed

The margin of a line is the **discounted untaxed price minus the cost**, and the cost is the one **frozen at the time of sale** when Odoo recorded one: `purchase_price` on sale order lines, which the standard `sale_margin` module maintains, and the computed `total_cost` on POS lines. Only when neither exists does the module fall back on the product's current cost.

Two consequences worth knowing:

- revaluing your stock or changing a product cost **does not rewrite past commissions**, and recomputing an old period gives the same figures again;
- a product sold before its cost was ever set keeps a margin computed against 0, which usually shows up as a suspiciously generous commission – the sign to look at the product, not at the rule.

Analysing the Results

Commissions -> *Commission Lines* opens every line, with **list, pivot and graph** views and the usual filters and groupings: by salesperson, by period, by type of commission, by rule, by department.

A user holding *Commissions: User* sees only their own lines here, so the same menu serves the manager preparing the payroll and the salesperson checking their month.

Each line carries the figures behind the amount – quantity sold, untaxed revenue, untaxed margin – which is what makes a commission arguable in front of the person who earned it.

The Detail of a Calculation

A figure nobody can trace is a figure nobody trusts, so every calculation leaves its working on the period. Three things are recorded.

What was read. The period form shows, under *Last Calculation*, the trigger in force when it ran – order confirmed, invoice posted or invoice paid – and how many sale orders, invoices and POS orders it found. The settings can change later; the period keeps what it actually used.

Every source line, and what it earned. The *Calculation Details* tab of the period lists one row per line of every document the calculation read: the document and its date, the customer, the salesperson credited, the product, the quantity, the discount, the untaxed revenue and, on a margin-based rule, the untaxed margin; then the rule that covered the line, the rate or the unit amount that rule applied, the commission the line earned on its own, and whether it fed the individual and the department tier counters. A short explanation says which discount range the line fell into, or which limit excluded it from a counter. The button next to the document reference opens the order or the invoice itself.

A line that earned nothing is listed too, with the reason in its **Status**:

- *No rule covers this product* – the salesperson's plan has no rule for it;
- *No plan pays this salesperson* – nobody claims them, and there is no default plan;
- *Salesperson not eligible for the rule* – the rule's **Eligible Salespersons** leaves them out, and the rule is named;
- *No salesperson on the document* – an invoice without a salesperson, on the invoice triggers.

This is the answer to “why did this invoice pay nothing?”, read on the period rather than reconstructed from the rules.

The sentence behind each commission line. Every commission line carries a **Calculation** text, written from the very figures the amount was computed from. A unit line reads “*Unit commission on 5 source lines, at the amount of their discount range: $3 \times 5.00 + 2 \times 2.00 = 19.00$* ”; a tier line “*25 units and 2,500.00 of untaxed revenue counted towards the individual tiers. Cumulative tier of 10 units reached 2 times: $2 \times 100.00 = 200.00$* ”; a team line names the department counters, the tier reached, and the split among the members. The magnifier at the end of each line opens that sentence together with the source lines it sums, so a commission can be checked in front of the person who earned it without leaving the period.

Commissions -> *Calculation Details* opens every detail of every period, with the usual filters and groupings – by salesperson, by rule, by document, by product, by status – and a pivot view. A user holding *Commissions*: *User* sees the source lines credited to them and nothing else, as for the lines.

The details are written by the calculation and replaced with the lines on each recalculation. A period computed before this version shows none until it is computed again, and the explanation sentences are written in the language of the user who ran the calculation.

What the Module Deliberately Does Not Do

- **It does not touch your transactions.** No field is added to a sale order, a POS order or an invoice, and nothing is written on them.
- **It does not post accounting entries** and does not create payslips. It computes what is owed; paying it stays where it belongs.

- **It does not block anything.** There is no configuration of this module that can refuse a sale, a discount or a checkout.
- **It does not chase invoicing or payment.** A commission is earned on the order, not on its collection. If you only pay on paid invoices, keep the period in *Calculated* until you have checked.
- **It does not split a commission between two salespeople.** One order, one beneficiary – with the repair technician taking precedence when the Repair option is enabled and a repair is linked.

Troubleshooting

“No active commission rule found.” when computing a period.

The company has no active rule at all. Create one, or reactivate the archived rules – *Commission Rules*, filter *Archived*.

A period computes nothing, or far too little.

Open the *Calculation Details* tab of the period first: a line that earned nothing is listed there with the reason – no rule on the product, no plan for the salesperson, salesperson not eligible. When the document itself is missing from the list, check the dates of the period and the state of the orders, since only confirmed ones count and a quotation never does; then the category the products actually carry, which is often not the one the rule points at.

A salesperson gets no team bonus.

The team bonus needs an *employee* record linked to that user **and** attached to a department. Check *Employees* first – a user without an employee record takes part in nothing collective. Then check that the department reaches the threshold with the eligible members only.

The margin commission is zero although the products sell well.

Either the products have no cost, or the **Income Account Prefix for Margin** excludes them. Empty the prefix to include everything, then narrow it down again.

The nightly calculation does nothing.

For a monthly plan, nothing happens before the configured calculation day. Beyond that, check that the period is still in *Draft* – the scheduled action never touches a period already computed – and that the *Automatic Commission Calculation* action is active in *Settings -> Technical -> Scheduled Actions*.

In multi-company, only one company gets computed.

The scheduled action creates the elapsed period for **every** company, but only computes the one of the company it runs under. The other periods are waiting in *Draft*: compute them from *Commissions -> Periods* after switching company, which takes one click per company and per month.

A user sees no commission line.

Commissions: User only sees the lines where that user is the salesperson. An empty list means no commission was computed for them, not a rights problem.

“This period overlaps an existing period.”

Another period, in any state but *Cancelled*, already covers those dates – very often the one the scheduled action created. Use it, or cancel it.

Technical Notes

The module adds four models – `commission.rule` (with its three tier tables), `commission.period`, `commission.line` and `commission.line.detail`, the source lines behind the commission lines – six settings stored as system parameters, two access groups and one scheduled action.

It **inherits nothing** from `sale.order`, `pos.order`, `account.move` or their lines: no field, no override, no constraint. The calculation reads those records and never writes to them, which is what makes a misconfiguration harmless and an uninstall clean.

The calculation itself is a single pass over the orders of the period, searching each sold line’s product against a rule index built once, so a period holding thousands of orders is computed in one go rather than order by order.

Automated Tests

The module ships with an automated test suite covering the calculation methods (discount ranges, the OR logic of the quantity and revenue thresholds, the margin basis and its account prefix, the discount limits, the eligible salespersons), the end-to-end calculation of a period over sale and POS orders, the resolution of the period bounds in the company time zone, the calculation details and the explanations written on the lines, and the scheduled action. Run it on a staging database, never in production:

```
odoo-bin -d <database> -u nm_commission --test-tags /nm_commission --stop-after-init
```

The tests run inside a rolled-back transaction: they temporarily archive the existing rules and cancel the overlapping periods without persisting any change. The Point of Sale and Repairs tests are skipped when those optional applications are absent, and the Point of Sale ones need a company whose accounting is configured.

Disclaimer

This module computes commission amounts from your own configuration: rules, tiers, discount limits, product costs and accounts. As stated in the Odoo Proprietary License v1.0 shipped with the module in the `LICENSE` file, the software is provided “as is”, without warranty of any kind.

It remains your responsibility to configure the rules according to your commission policy and to check the computed amounts before validating and paying them, to confirm with your accountant or your HR advisor that the scheme meets your legal obligations, and to test the module on a staging database before using it in production.

Bugs in the advertised features are handled through the support channel; the module is not a substitute for payroll or legal advice.

Support

- Email: odoo@natimai.solutions
- Website: <https://www.natimai.solutions>

Please mention your Odoo version and the module version (see `__manifest__.py`) in support requests. Support requests are answered within 24 hours. A free test database can be requested at the same address, answered within 48 hours.