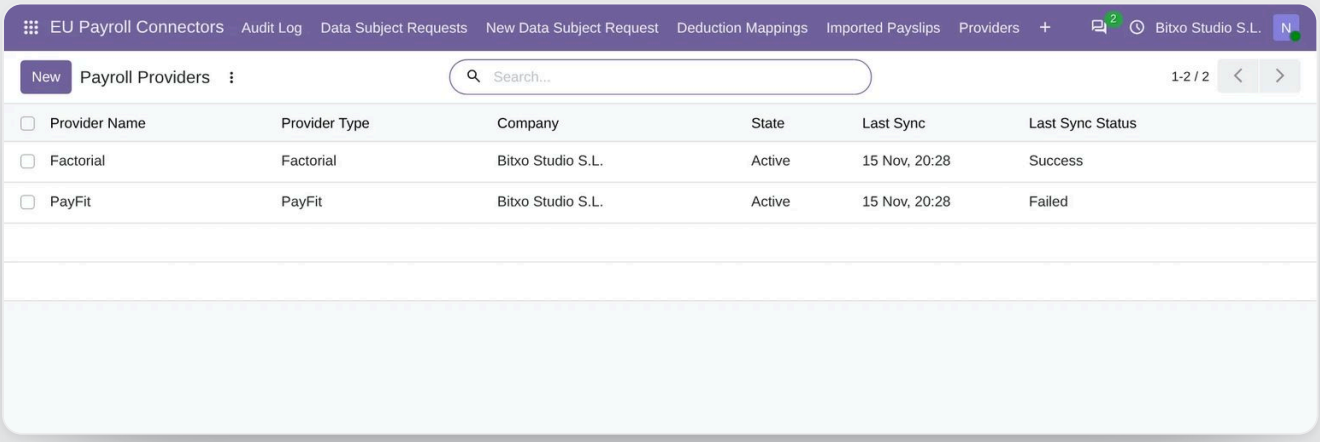
Personio factorial PayFit ⇄ odoo | FlexigoTech

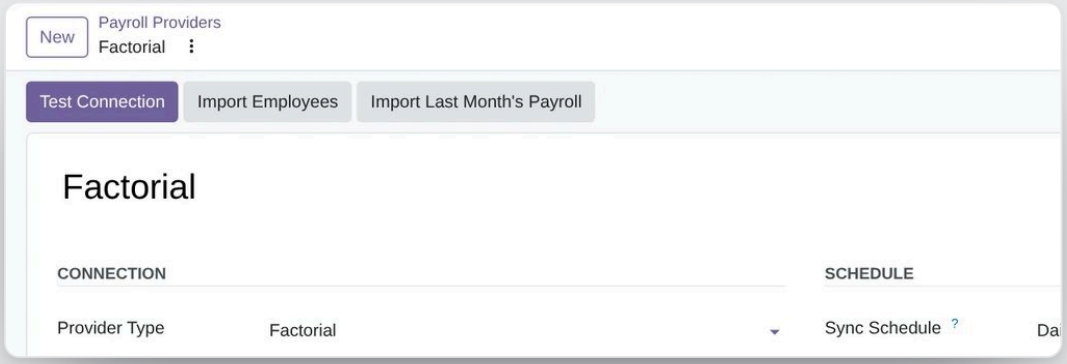
CONNECTOR GUIDE · PAYROLL AND HR

Personio, Factorial and PayFit payroll in Odoo

Odoo brings in the employees and payslips from Personio, Factorial and PayFit, and posts the Factorial ones and the PayFit payroll journal in France.

Odoo 17 · 18 · 19 · 20 | 14-day trial, no card | Edition of 18-11-2026





Real Odoo 20 screenshot. The list of providers and the detail of the connection with Factorial.

Contents

On the right, the page where each chapter starts. Menu and button names are those of Odoo in English.

1	Who it is for and what it solves	3
2	The connector in figures	4
3	Where you see it in your Odoo	5
4	What you need before you start	6
5	The FlexigoTech Cloud trial	6
6	Connecting your provider step by step	8
7	Your Personio, Factorial and PayFit employees in Odoo	10
8	Imported payslips, line by line	13
9	Import a specific month by hand	17
10	From imported payslip to journal entry	18
11	The PDF report for each payslip	20
12	Tax tables alongside the payslip	21
13	Sync log and retries	24
14	GDPR access requests from employees	26
15	The data that goes and comes back	30
16	What happens automatically	30
17	The connection options and their defaults	31
18	Security and personal data	33
19	Several connections and several companies	34
20	If something fails	34
21	Other ways to do it	35
22	Plans and pricing	36
23	Frequently asked questions	37
24	Glossary	39
25	Checklist and contact	41

This guide describes version 20.0.2.1.17 of the module (Odoo branch 20.0, commit 26d098820). Everything in it comes from its published code, the platform's official documentation or real screenshots.

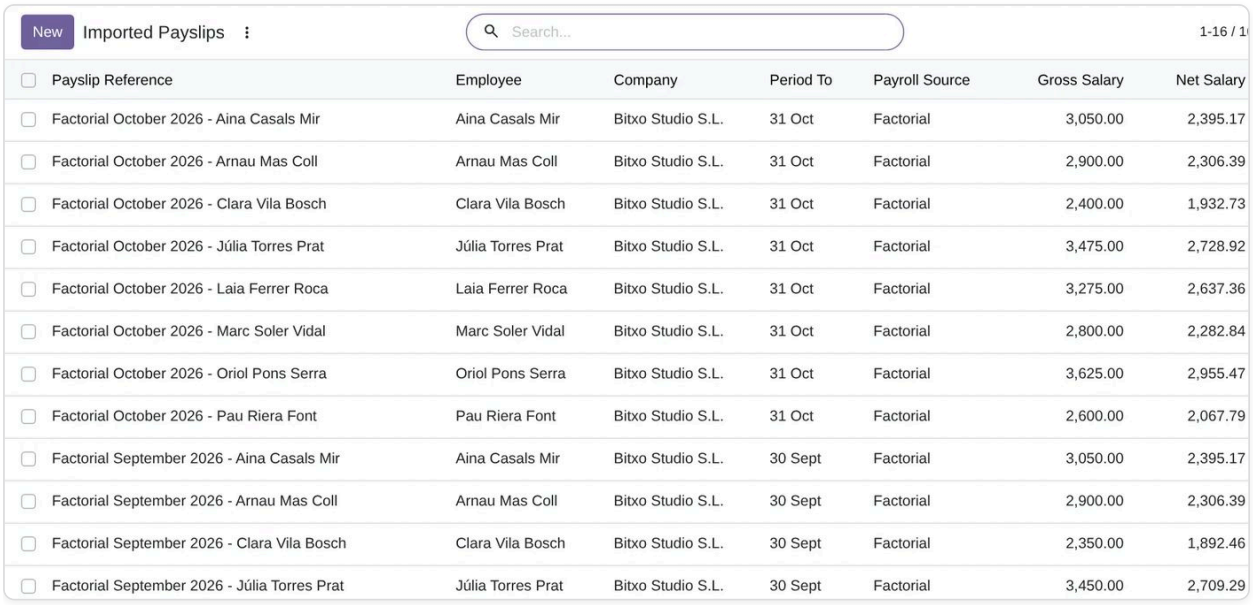
The screenshots come from a test Odoo 20 database, with a made-up company and data and no real connection to Personio, Factorial & PayFit. The module also has a version for Odoo 17, 18 and 19.

1 Who it is for and what it solves

> The connector requires a FlexigoTech Cloud subscription, with a 14-day trial and no card needed. Without the trial or the subscription, the connector does not talk to Personio, Factorial or PayFit.

Without the connector, someone exports the data from each platform, creates or updates employees in Odoo and types the amounts of each payslip by hand to take them to accounting.

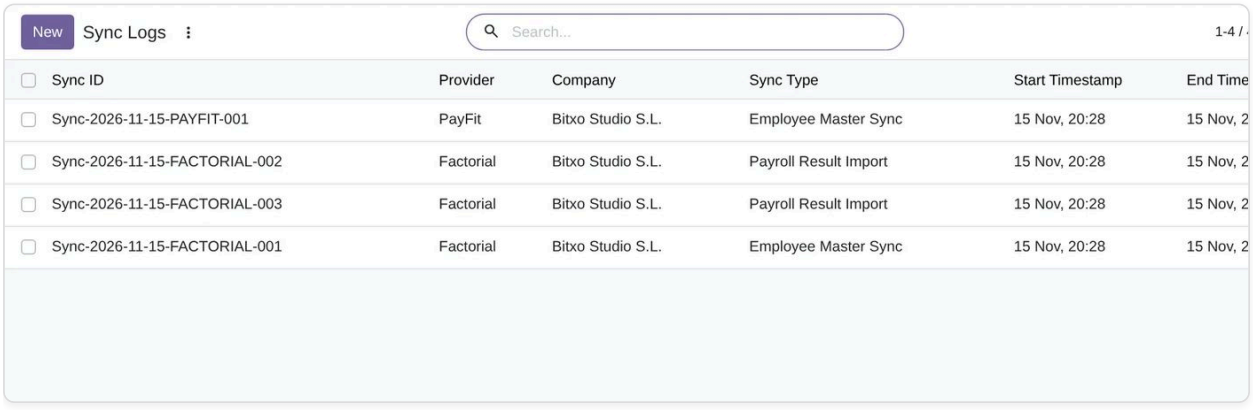
With the connector, **Import Employees** brings in the employees from Personio, Factorial or PayFit, and importing the month you choose brings in their payslips. With Factorial, gross pay, deductions, employer contributions and net pay arrive line by line; with Personio, the month's pay items; with PayFit, each employee's payslip and, in France, the payroll journal. Factorial payslips are posted with **Post to Ledger** as a validated entry, and each deduction goes to the account you set in **Deduction Mappings**. For PayFit France, you tick **Import PayFit payroll journal (France)** on the connection and the month's payroll journal is posted as a single validated entry.



New | Imported Payslips | Search... | 1-16 / 1

Payslip Reference	Employee	Company	Period To	Payroll Source	Gross Salary	Net Salary
Factorial October 2026 - Aina Casals Mir	Aina Casals Mir	Bitxo Studio S.L.	31 Oct	Factorial	3,050.00	2,395.17
Factorial October 2026 - Arnau Mas Coll	Arnau Mas Coll	Bitxo Studio S.L.	31 Oct	Factorial	2,900.00	2,306.39
Factorial October 2026 - Clara Vila Bosch	Clara Vila Bosch	Bitxo Studio S.L.	31 Oct	Factorial	2,400.00	1,932.73
Factorial October 2026 - Júlia Torres Prat	Júlia Torres Prat	Bitxo Studio S.L.	31 Oct	Factorial	3,475.00	2,728.92
Factorial October 2026 - Laia Ferrer Roca	Laia Ferrer Roca	Bitxo Studio S.L.	31 Oct	Factorial	3,275.00	2,637.36
Factorial October 2026 - Marc Soler Vidal	Marc Soler Vidal	Bitxo Studio S.L.	31 Oct	Factorial	2,800.00	2,282.84
Factorial October 2026 - Oriol Pons Serra	Oriol Pons Serra	Bitxo Studio S.L.	31 Oct	Factorial	3,625.00	2,955.47
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Factorial September 2026 - Júlia Torres Prat	Júlia Torres Prat	Bitxo Studio S.L.	30 Sept	Factorial	3,450.00	2,709.29

- **Real Odoo 20 screenshot.** The **Imported Payslips** list, with the payslips imported from Factorial.



New | Sync Logs | Search... | 1-4 /

Sync ID	Provider	Company	Sync Type	Start Timestamp	End Time
Sync-2026-11-15-PAYFIT-001	PayFit	Bitxo Studio S.L.	Employee Master Sync	15 Nov, 20:28	15 Nov, 2
Sync-2026-11-15-FACTORIAL-002	Factorial	Bitxo Studio S.L.	Payroll Result Import	15 Nov, 20:28	15 Nov, 2
Sync-2026-11-15-FACTORIAL-003	Factorial	Bitxo Studio S.L.	Payroll Result Import	15 Nov, 20:28	15 Nov, 2
Sync-2026-11-15-FACTORIAL-001	Factorial	Bitxo Studio S.L.	Employee Master Sync	15 Nov, 20:28	15 Nov, 2

- **Real Odoo 20 screenshot.** The **Sync Logs** list, with the result of each sync.

What changes day to day

- Employees are imported with the **Import Employees** button or on a daily or weekly schedule.
- You choose the month and bring in its payslips with **Run a Sync**, with the breakdown by lines.

- You post a Factorial payslip with **Post to Ledger**, and each deduction lands in the account set in **Deduction Mappings**.
- If a sync fails, the error stays in **Sync Logs** and the **Retry** button runs it again.
- GDPR requests for access to personal data are handled in the same app, with a 30-day deadline in view.

What it does not do

- It does not calculate payroll: Personio, Factorial or PayFit calculate it and Odoo receives the result.
- Personio does not send net pay or withholdings, and PayFit outside France does not send a payroll journal: those payslips are imported, but not posted.
- The tax tables are stored for reference: they are not applied to the imported payslips.
- It sends nothing to Personio, Factorial or PayFit: data only flows into Odoo.

2 The connector in figures

4
Odoo versions (17, 18, 19 and 20)

4
scheduled tasks, 2 active on installation

5446
lines of code on Odoo Apps (version 20.0)

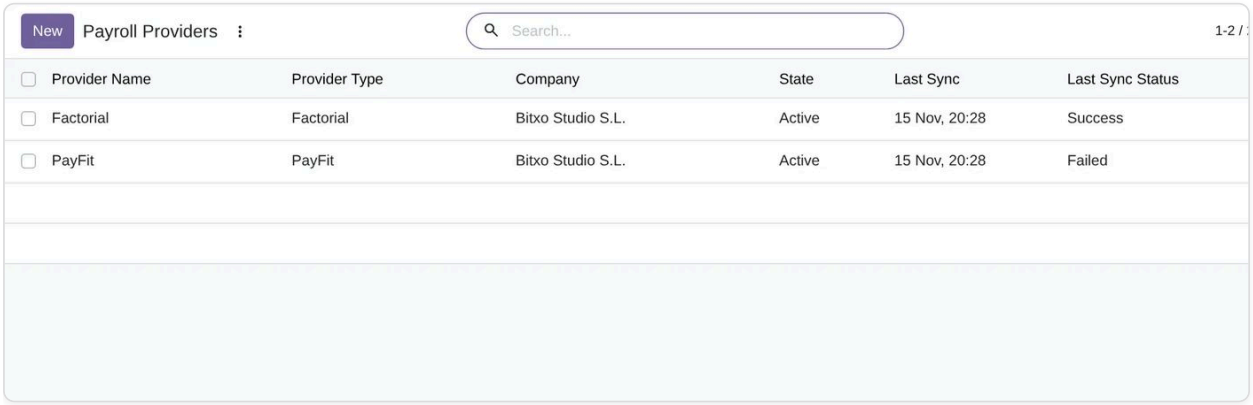
3
accounts per connector with Standard, and up to 10 with Pro

14
days of trial, no card needed

93
automated tests

The connector works on Odoo Community and does not need Odoo Payroll (Enterprise). It depends on the Odoo base modules for employees, accounting, web and messaging, and on the FlexigoTech Cloud module.

3 Where you see it in your Odoo



- **Real Odoo 20 screenshot.** The providers list, with the Factorial and PayFit connections.

EU Payroll Connectors › Providers	One connection for each Personio, Factorial or PayFit, with its status and the result of the last sync.
EU Payroll Connectors › Run a Sync	Opens **Manual Payroll Sync**, to start a sync by hand.
EU Payroll Connectors › Imported Payslips	The imported payslips, with their lines.
EU Payroll Connectors › Sync Logs	The record of each sync, with its result.
EU Payroll Connectors › Deduction Mappings	The correspondence between the platform's deduction codes and the Odoo accounts.
EU Payroll Connectors › Tax Tables	The tax tables.
EU Payroll Connectors › Data Subject Requests	Requests for access to personal data (GDPR).
EU Payroll Connectors › New Data Subject Request	Opens **Create Data Subject Access Request**, to record a new request.
EU Payroll Connectors › Audit Log	Opens **Payroll Audit Log**: one entry for each import that brought in data.

Outside its app, the connector creates and updates Odoo employees and writes to accounting: **Post to Ledger** posts the Factorial payslip and the PayFit France payroll journal as validated entries. The general Odoo settings also show the FlexigoTech Cloud block, with the connection and the subscription status.

4 What you need before you start

- An account with Personio, Factorial or PayFit, depending on the platform you use, and its credentials: the client ID and client secret for Personio, or the API key for Factorial or PayFit.
- The permissions each platform requires to create those credentials. In Personio they are created in the integrations settings, in Factorial in the API keys section and in PayFit in the integrations section, under the API.
- Odoo 17, 18, 19 or 20, on Odoo.sh or on your own server. It does not work on Odoo Online, which does not allow installing third-party modules.
- An Odoo administrator user: only they see the credential fields, can accept the connection with FlexigoTech Cloud and can delete the saved credentials.
- The FlexigoTech Cloud subscription, with a 14-day trial. Until you activate the trial or the subscription, the connector does not talk to Personio, Factorial or PayFit.

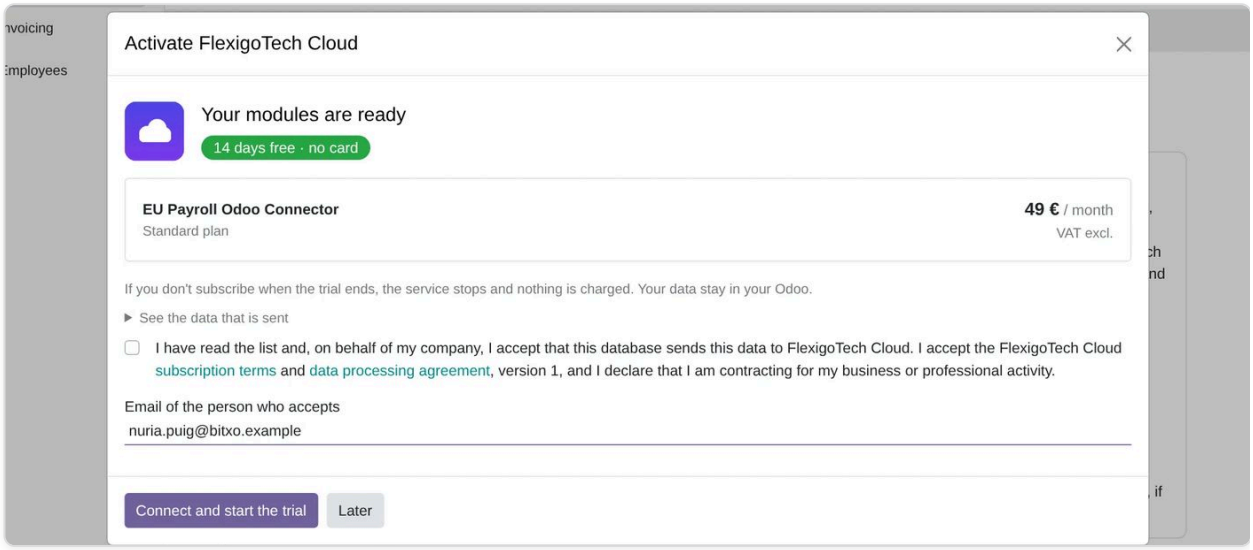
> The connector brings into Odoo the employees and payslips that already exist in Personio, Factorial or PayFit. It does not create your account on the platform, does not generate the credentials for you and does not change anything inside Personio, Factorial or PayFit.

It installs like any third-party Odoo module, on Odoo.sh or on your server. Odoo installs `flexigotech_cloud`, the connection with FlexigoTech Cloud, at the same time, along with the apps it depends on: Employees and Invoicing.

5 The FlexigoTech Cloud trial

1 Click Activate in the top bar

It appears as soon as you install the module. It opens the **Activate FlexigoTech Cloud** window, with the Standard plan and its 14 free days, no card needed.



- **Real Odoo 20 screenshot.** The activation window: read the list of data, tick the box and enter your email.

2 Accept and enter your email

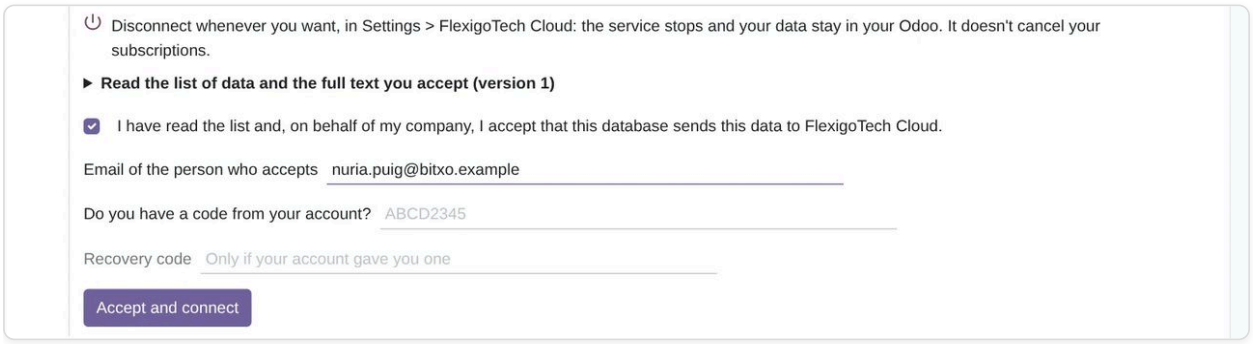
Tick «I have read the list and, on behalf of my company…» (it covers the subscription terms and the data processing agreement) and enter the **Email of the person who accepts**.

3 **Click Connect and start the trial**

Odoo registers the database with FlexigoTech Cloud and starts the module's trial. If you want to leave it for later, **Later** closes the window.

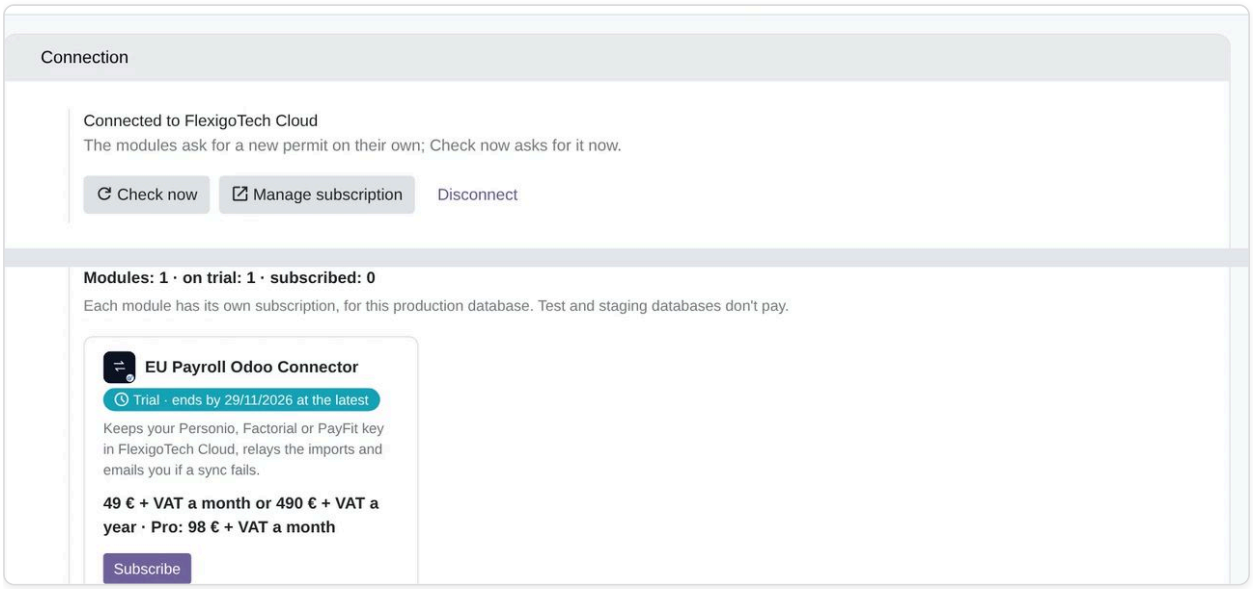
The same, from Settings

In **Settings › FlexigoTech Cloud** you will find the full list of what the database sends. Tick the box, enter the email and click **Accept and connect**. If you already have an account at app.flexigotech.com, the field **Do you have a code from your account?** links the database to it (the code is valid for 10 minutes).



- **Real Odoo 20 screenshot.** Settings › FlexigoTech Cloud, before connecting: the box ticked, the email and **Accept and connect**.

With the database connected, the **Modules** block shows each module with its status: **On trial** and the date it ends, **Subscribed**, and so on. From there you choose the plan (Standard or Pro, monthly or yearly) and click **Subscribe**: payment is made on the Stripe page, outside Odoo.



- **Real Odoo 20 screenshot.** Settings › FlexigoTech Cloud with the database connected and the connector on trial.

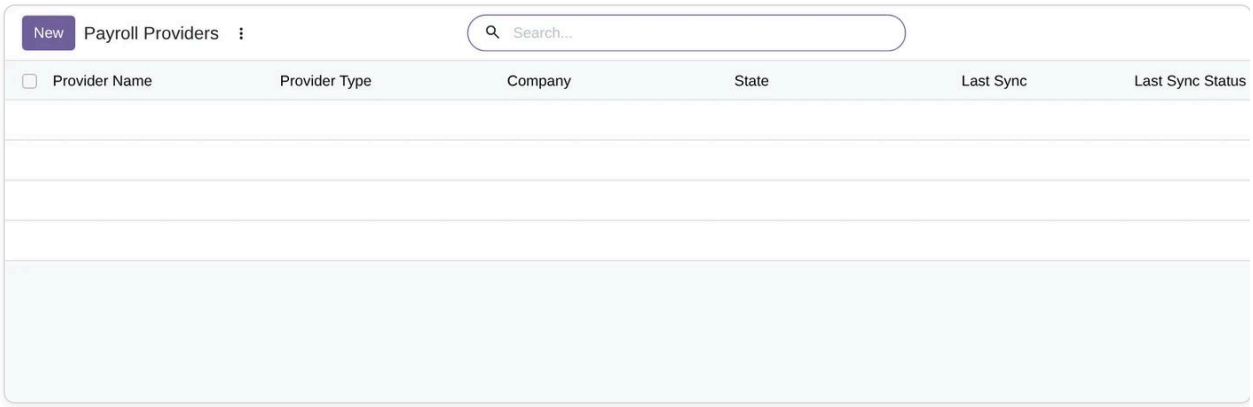
Prices exclude VAT. If you do not subscribe when the trial ends, the service stops and nothing is charged; your data stays in your Odoo. **Check now** requests the permission immediately (otherwise the module renews it by itself every 6 hours).

> On a neutralised copy (staging) or on a database with demo data, you cannot start a trial: Settings says so with «This database is a neutralised copy or has demo data, so trials can't be started here.»

6 Connecting your provider step by step

1 Open the providers menu

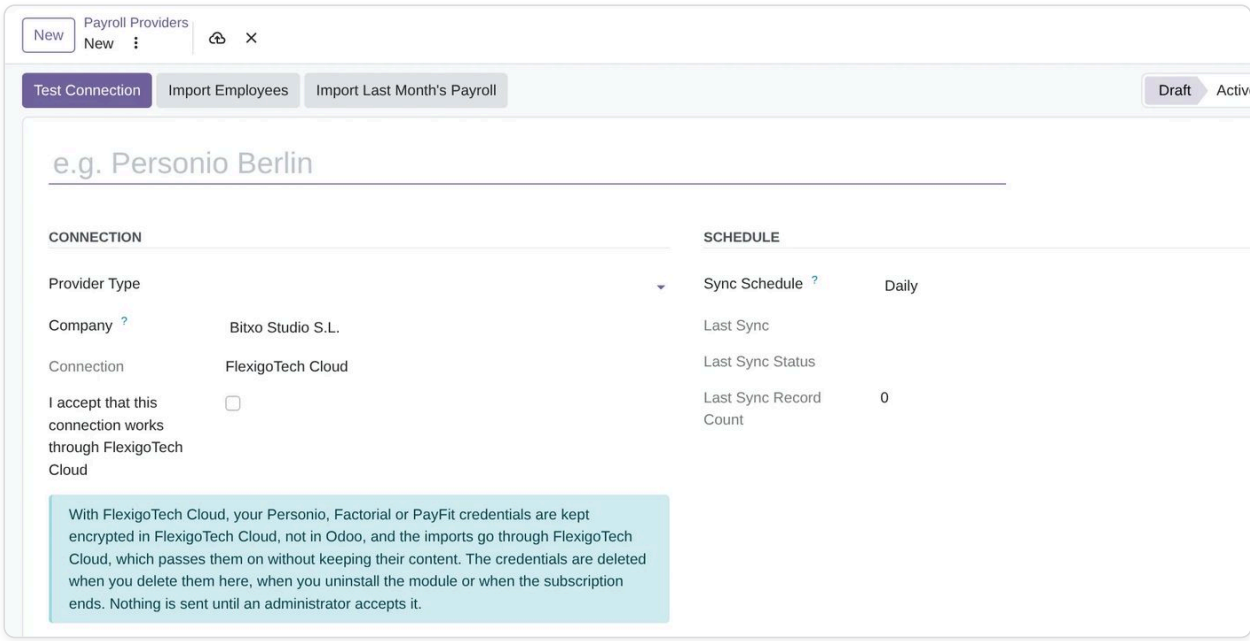
Go to **EU Payroll Connectors › Providers**. The **Payroll Providers** list opens. If there are none yet, the list is empty.



- **Real Odoo 20 screenshot.** The **Payroll Providers** list before creating any provider.

2 Click New

The provider form opens in **Draft** status. The **Connection** already comes set to **FlexigoTech Cloud** and is not changed.



- **Real Odoo 20 screenshot.** The form for a new provider, with the **Connection** group.

3 Fill in the name, the type and the company

Type the name of the connection at the top, in large type (while it is empty it reads "e.g. Personio Berlin"), for example "Factorial Madrid". Choose the **Provider Type**: **Personio**, **Factorial** or **PayFit**. Check the **Company** this connection serves.

4 **Accept the connection with FlexigoTech Cloud**

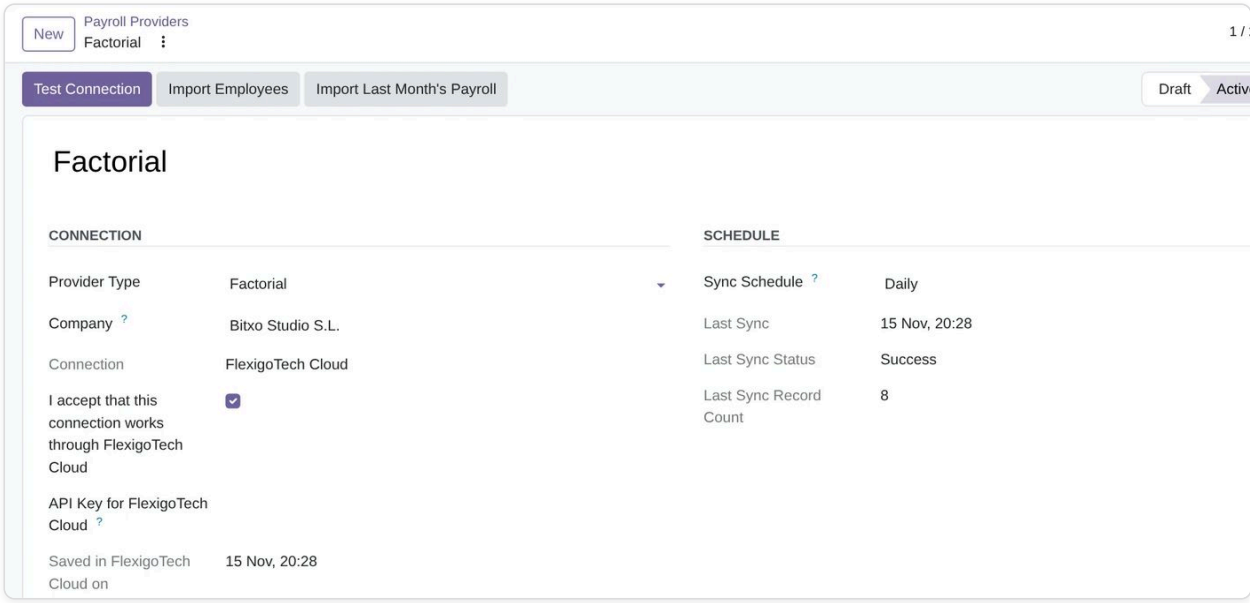
Tick **I accept that this connection works through FlexigoTech Cloud**. While it is not ticked, nothing is sent and the credential is not saved.

5 **Enter the credentials**

For Personio, fill in **Client ID for FlexigoTech Cloud** and **Client Secret for FlexigoTech Cloud**: both are required. For Factorial and PayFit, fill in **API Key for FlexigoTech Cloud**. For PayFit, also enter the **PayFit Company ID**: it is mandatory, because the connector can't read it from PayFit through FlexigoTech Cloud (PayFit shows it in its settings).

6 **Save the provider**

The credential travels once, encrypted, to FlexigoTech Cloud and Odoo does not store it. Afterwards, the field **Saved in FlexigoTech Cloud on** shows the date and time it was saved.



- **Real Odoo 20 screenshot.** A Factorial provider with the credential saved: **Saved in FlexigoTech Cloud on** appears.

7 **Set the provider to Active**

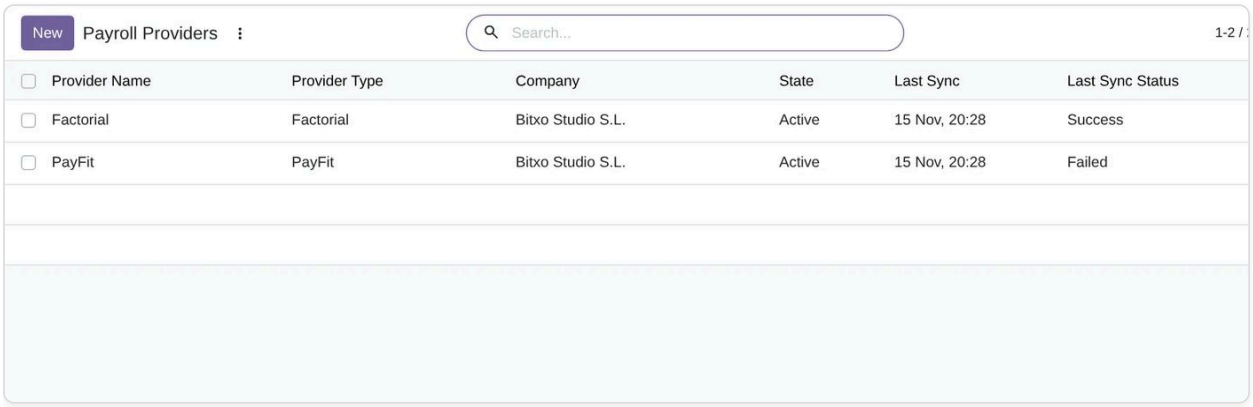
Click **Active** in the status bar at the top. Only in **Active** do the scheduled syncs run; in **Draft** it is just preparation, and in **Inactive** it is switched off.

8 **Click Test Connection**

Odoo identifies itself to the platform and reads a record. If it fails, the message "Connection test failed:" appears with the reason.

> Only an administrator can accept the consent and enter the credentials: nobody else sees those fields. If the consent is missing, Odoo replies "Accept first that this connection works through FlexigoTech Cloud: nothing was sent and nothing was saved.". In Personio, if the ID or the secret is missing, it replies "Enter both the Personio client ID and client secret: nothing was sent.".

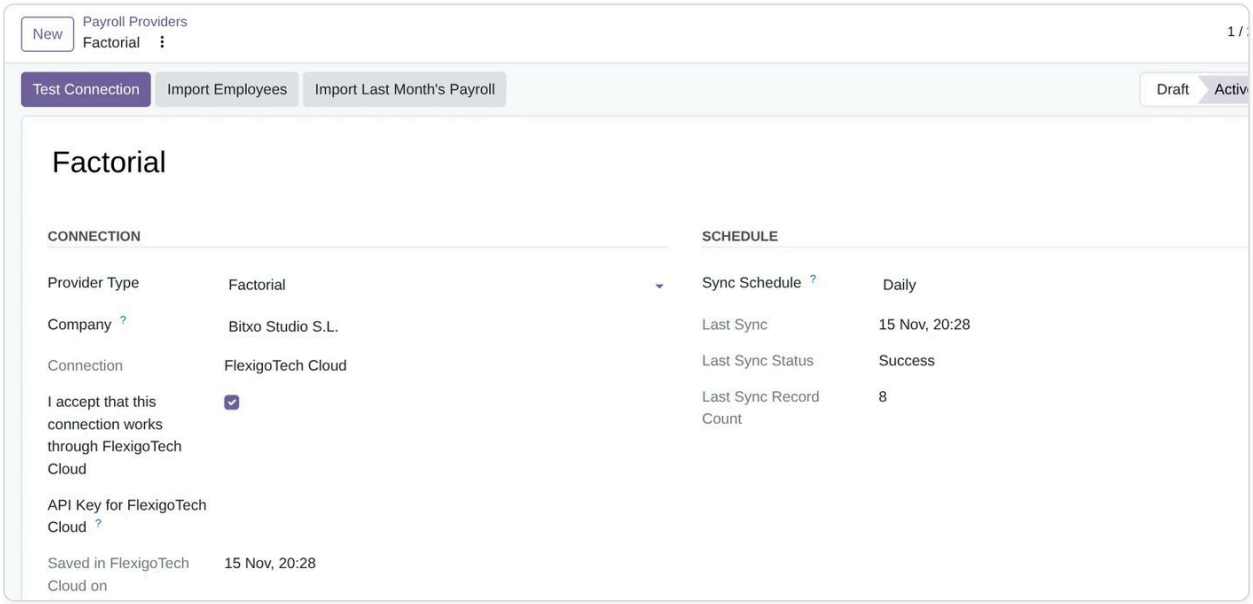
After that, the data arrives on its own, and also whenever you want. Two scheduled tasks, **Payroll SaaS: import employees (Personio / Factorial / PayFit)** and **Payroll SaaS: import payroll results (Personio / Factorial / PayFit)**, come active and run every day for the connections in **Active** that fall due that day according to their **Sync Schedule** and that have the credential saved in FlexigoTech Cloud. With the **Import Employees** button you bring in the employees right away, and with **Import Last Month's Payroll** you bring in last month's payslips. Each import is recorded in **EU Payroll Connectors › Sync Logs**.



- **Real Odoo 20 screenshot.** The **Payroll Providers** list with a Factorial provider and a PayFit one, with their status and last sync.

CONNECTOR GUIDE · PERSONIO, FACTORIAL & PAYFIT

7 Your Personio, Factorial and PayFit employees in Odoo



- **Real Odoo 20 screenshot.** The Factorial connection record, with the **Import Employees** and **Import Last Month's Payroll** buttons in the header.

Where each piece of data comes from

Employees arrive by two routes. The first is the scheduled task **Payroll SaaS: import employees (Personio / Factorial / PayFit)**, which runs every day and is switched on. The second is the **Import Employees** button on the connection record, which starts the import at that moment.

When the task synchronises each connection is decided in the **Sync Schedule** field: **Daily**, **Weekly** or **On-Demand Only**. With **Weekly**, **Day of Week** appears to choose the day. The task only synchronises connections in **Active** status with the credential saved in FlexigoTech Cloud.

Each platform employee is matched with one in Odoo, first by their platform identifier, then by work email and then by identity document number. If none matches, the employee is created in the connection's company. Their name and work email are then set and, if the platform sends them, with Factorial the mobile number, date of birth and identity document, and with PayFit the date of birth. An employee who leaves the platform is not archived in Odoo.

Record buttons

Test Connection	Checks that Odoo authenticates against the platform and can read a record.
Import Employees	Imports the platform's employees into Odoo.
Import Last Month's Payroll	Imports last month's payslips.

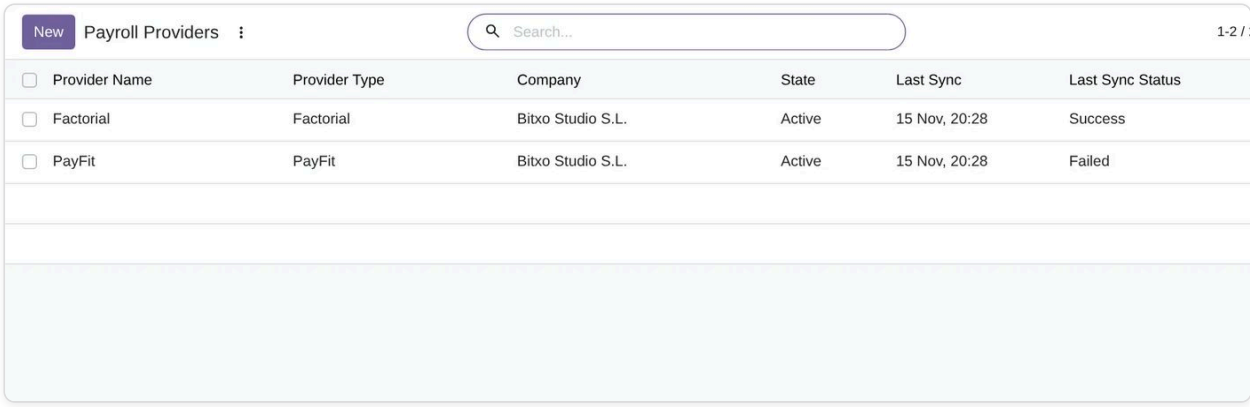
Connection statuses

Draft	The connection is being set up.
Active	Scheduled syncs run.
Inactive	The connection is switched off.

How to do it

1 **Open the connection list**

Go to **EU Payroll Connectors › Providers** and open the connection.



- **Real Odoo 20 screenshot.** Lists **Payroll Providers** with the Factorial and PayFit connections.

2 **Click Import Employees**

Odoo pulls the employees from the platform and matches them with the ones you already have.

3 **Check the result**

The **Last Sync** and **Last Sync Status** fields on the record and the **EU Payroll Connectors › Sync Logs** list show how it went.

> The connection to the platform only works with a FlexigoTech Cloud subscription or during its trial. Importing is one-way: data goes from the platform to Odoo, not the other way round.

What is stored on each employee

The module extends the Odoo employee record with sync data: the platform the employee comes from, their identifier there, the date of the last sync, the sync log that brought them in, and a status. None of these fields appear on a screen in the module, so you will not see them on the record. They are used to match employees on each import.

Connection statuses

Draft	This is the initial status: the connection is being set up and is not synced.
Active	Scheduled tasks sync this connection.
Inactive	The connection is switched off.

Rules and conditions

- An employee identifier cannot be repeated within the same platform. If it happens, Odoo warns with "SaaS employee ID must be unique per provider".
- Connections go through FlexigoTech Cloud. To save the credential you must first tick **I accept that this connection works through FlexigoTech Cloud**; otherwise you get "Accept first that this connection works through FlexigoTech Cloud: nothing was sent and nothing was saved."
- Personio requires the client ID and client secret. If one is missing, you get "Enter both the Personio client ID and client secret: nothing was sent."
- PayFit requires the company identifier. If it is missing, you get "Enter your PayFit company ID first (PayFit shows it in its settings)."
- If the connection has credentials saved in FlexigoTech Cloud, its **Provider Type** can't be changed. An administrator must delete them first with **Delete my credentials from FlexigoTech Cloud**.

Fields and tabs of the connection record

The name (at the top, in large type) and Provider Type	The connection name and the platform: **Personio**, **Factorial** or **PayFit**.
Company	The company the connection serves.
Connection	How the connection runs: **FlexigoTech Cloud**. It cannot be changed.
API Key for FlexigoTech Cloud	The Factorial or PayFit key. It is sent once, encrypted, to FlexigoTech Cloud, and Odoo does not store it.
Client ID for FlexigoTech Cloud and Client Secret for FlexigoTech Cloud	The Personio credentials, handled in the same way.
Saved in FlexigoTech Cloud on	The date the credential was saved.
PayFit Company ID	The company identifier in PayFit. It is mandatory in PayFit and you enter it yourself.

Import PayFit payroll journal (France)	Also downloads the monthly payroll journal. PayFit only offers this to French companies.
Schedule	The group with **Sync Schedule**, **Day of Week** and the data from the last sync.

With the credential held in FlexigoTech Cloud, the **Check** button tells you whether FlexigoTech Cloud stores it and since when, without showing it. **Delete my credentials from FlexigoTech Cloud** deletes it and only appears if one is stored. Both are for administrators.

An end-to-end example

Bitxo Studio S.L. has two active connections, **Factorial** and **PayFit**. In **EU Payroll Connectors › Providers** you can see the Factorial one finished with **Success** and the PayFit one with **Failed**. In **EU Payroll Connectors › Sync Logs**, the record Sync-2026-11-15-PAYFIT-001, of type **Employee Master Sync**, carries the error "Employee sync failed: Enter your PayFit company ID first (PayFit shows it in its settings)." You enter the identifier in **PayFit Company ID** and click **Import Employees** again. The record Sync-2026-11-15-FACTORIAL-001, also an employee sync, belongs to the Factorial connection.

8 Imported payslips, line by line

New | Imported Payslips | Search... | 1-16 / 1

Payslip Reference	Employee	Company	Period To	Payroll Source	Gross Salary	Net Salary
Factorial October 2026 - Aina Casals Mir	Aina Casals Mir	Bitxo Studio S.L.	31 Oct	Factorial	3,050.00	2,395.17
Factorial October 2026 - Arnau Mas Coll	Arnau Mas Coll	Bitxo Studio S.L.	31 Oct	Factorial	2,900.00	2,306.39
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Factorial September 2026 - Júlia Torres Prat	Júlia Torres Prat	Bitxo Studio S.L.	30 Sept	Factorial	3,450.00	2,709.29

- **Real Odoo 20 screenshot.** The **Imported Payslips** list with the October payslips from Factorial.

It opens in **EU Payroll Connectors › Imported Payslips**. The list shows the reference, the employee, the company, the end of the period, the source, the gross, the net and whether it has been posted to the ledger.

Where they come from

- The scheduled task **Payroll SaaS: import payroll results (Personio / Factorial / PayFit)** imports them every day and is active by default.
- From **EU Payroll Connectors › Run a Sync** you choose the provider, the type of sync and the month, and click **Execute Sync**.



- **Real Odoo 20 screenshot.** The **Manual Payroll Sync** wizard with **Execute Sync**.

What each payslip shows

Gross Salary	The gross pay on the payslip.
Employee Deductions	The employee's deductions.
Tax Withholding	The income tax withheld. Only the French PayFit journal provides it; with Factorial it is included in the employee deductions.
Social Contributions	Always shows 0: the connector does not fill it from any platform.
Employer Contributions	The employer's contributions.
Net Salary	The net pay. With French PayFit, the figure from the journal; otherwise the gross minus the deductions and the withholding.
Post to Ledger	Button that posts the payslip to the ledger. It is hidden if it is already posted or cannot be posted.

On the record you also see the period, the **SaaS Run ID**, the provider connection, the sync log and the payslip lines, all read-only except for the period and the batch identifier.

Statuses

The payslip has no status of its own: the **GL Posted** checkbox shows whether it has already been posted to the ledger. Once it has, the record shows the journal entry and the date and time it was posted.

> Factorial payslips are posted, and so are PayFit payslips that carry the French payroll journal. Personio payslips, and PayFit payslips without a journal, do not carry the full breakdown and do not show **Post to Ledger**. For Factorial, the provider first needs its accounts set up.

What it means for a payslip to be postable

The **Can Post to Ledger** checkbox is ticked automatically and cannot be edited. It is ticked on Factorial payslips and on PayFit payslips with the French payroll journal: these carry the full breakdown needed for a balanced entry. The **Post to Ledger** button is hidden if the payslip is already posted or cannot be posted.

Where the net comes from

The **Net Reported by Provider** checkbox is ticked when the provider sends the net itself (the PayFit journal). Otherwise, the net is the gross minus the deductions and the withholding.

What Post to Ledger does

With Factorial, a validated journal entry is created per payslip. The gross salary and the employer contributions are debited. Each employee deduction is credited to its assigned account, or to the tax withholding account if it has none. The employer contributions payable and the net payable are also credited. With PayFit in France, the entry is one per month and gathers all the unposted payslips in the batch, line by line from the PayFit payroll journal.

When it will not let you post

MESSAGE	WHEN IT APPEARS
"Configure the wages, tax withholding, net payable (and, with employer contributions, employer expense and social contribution) accounts on the provider before posting."	The provider is missing, or one of the accounts it needs is missing from it.
"No general journal found for payroll GL posting."	There is no general journal in which to create the entry.
"PayFit ...: no account for .... Add them in Deduction Mappings, or accounts with those codes. Nothing was posted."	In PayFit, some journal code has no account. Add it in **EU Payroll Connectors › Deduction Mappings**.
"PayFit ...: the payroll journal does not balance (debit ..., credit ...). Nothing was posted."	The PayFit journal for the month does not balance between debit and credit.

Record fields

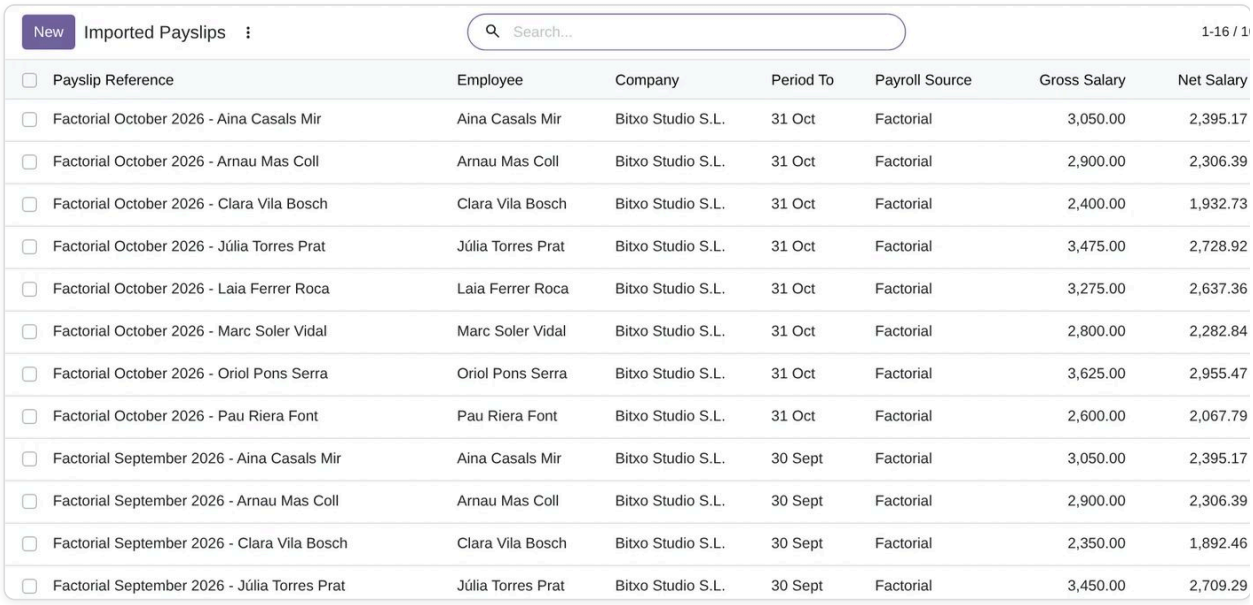
Payslip Reference	The name of the payslip.
Period From and **Period To**	The first and last day of the imported month.
Payroll Source	The platform it comes from: **Personio**, **Factorial** or **PayFit**.
Provider Connection and **SaaS Sync Log**	The connection and the sync log it comes from. Read-only.
Tax Table Version Used	Read-only. Imported payslips do not carry it, so it is empty.
The lines table	The list of payslip lines.

The lines

Each line has a category: **Earning**, **Employee Deduction**, **Income Tax Withheld**, **Employer Contribution**, **Net Pay** or **Information**. The table also shows **Code**, **Description** and **Amount**, and you can remove the **Provider Account** column, the PayFit journal account number. The code is the Factorial concept id, the Personio pay component category or the PayFit account number.

End-to-end example

1. **Import**
   The daily task, or **Execute Sync** with **Import Payroll Results** in **Manual Payroll Sync**, pulls in the Factorial payslips. The list shows 16.

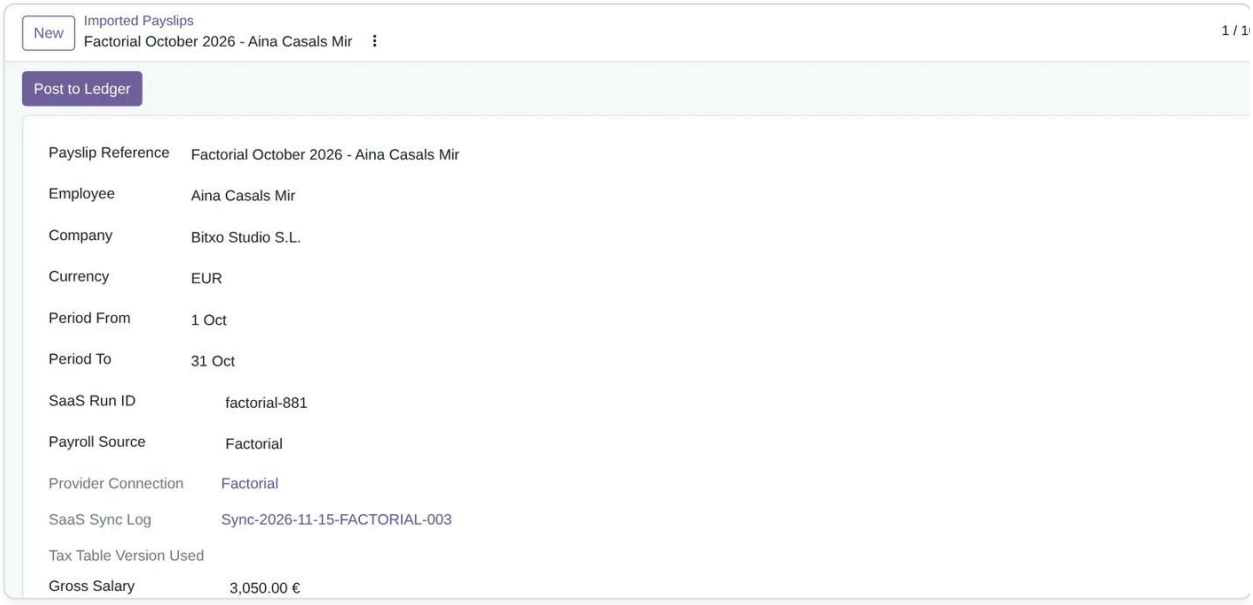


Payslip Reference	Employee	Company	Period To	Payroll Source	Gross Salary	Net Salary
Factorial October 2026 - Aina Casals Mir	Aina Casals Mir	Bitxo Studio S.L.	31 Oct	Factorial	3,050.00	2,395.17
Factorial October 2026 - Arnau Mas Coll	Arnau Mas Coll	Bitxo Studio S.L.	31 Oct	Factorial	2,900.00	2,306.39
Factorial October 2026 - Clara Vila Bosch	Clara Vila Bosch	Bitxo Studio S.L.	31 Oct	Factorial	2,400.00	1,932.73
Factorial October 2026 - Júlia Torres Prat	Júlia Torres Prat	Bitxo Studio S.L.	31 Oct	Factorial	3,475.00	2,728.92
Factorial October 2026 - Laia Ferrer Roca	Laia Ferrer Roca	Bitxo Studio S.L.	31 Oct	Factorial	3,275.00	2,637.36
Factorial October 2026 - Marc Soler Vidal	Marc Soler Vidal	Bitxo Studio S.L.	31 Oct	Factorial	2,800.00	2,282.84
Factorial October 2026 - Oriol Pons Serra	Oriol Pons Serra	Bitxo Studio S.L.	31 Oct	Factorial	3,625.00	2,955.47
Factorial October 2026 - Pau Riera Font	Pau Riera Font	Bitxo Studio S.L.	31 Oct	Factorial	2,600.00	2,067.79
Factorial September 2026 - Aina Casals Mir	Aina Casals Mir	Bitxo Studio S.L.	30 Sept	Factorial	3,050.00	2,395.17
Factorial September 2026 - Arnau Mas Coll	Arnau Mas Coll	Bitxo Studio S.L.	30 Sept	Factorial	2,900.00	2,306.39
Factorial September 2026 - Clara Vila Bosch	Clara Vila Bosch	Bitxo Studio S.L.	30 Sept	Factorial	2,350.00	1,892.46
Factorial September 2026 - Júlia Torres Prat	Júlia Torres Prat	Bitxo Studio S.L.	30 Sept	Factorial	3,450.00	2,709.29

- **Real Odoo 20 screenshot.** The Factorial payslips in the **Imported Payslips** list.

2 Open one

You open Aina Casals Mir's payslip: gross 3,050.00, deductions 654.83, employer contributions 950.07 and net 2,395.17.



- **Real Odoo 20 screenshot.** Aina Casals Mir's payslip with the **Post to Ledger** button.

3 Post

As it is from Factorial and not yet posted, with the provider accounts set you press **Post to Ledger** and the **GL Posted** box is ticked.

9 Import a specific month by hand

The **Manual Payroll Sync** wizard, under **EU Payroll Connectors › Run a Sync**, pulls in employees or payslips for a month whenever you choose, without waiting for the scheduled tasks. It also works for earlier months, one at a time.



- **Real Odoo 20 screenshot.** The **Manual Payroll Sync** wizard when opened, with **Provider**, **Sync Type** and **Execute Sync**.

Provider	The connection you pull the data from. Required.
Sync Type	**Import Employees** or **Import Payroll Results**. Required.
Payroll Month	Only with **Import Payroll Results**: any day of the month you want to import. It defaults to the last day of last month.

How to do it

1. **Open the wizard**
   Go to **EU Payroll Connectors › Run a Sync**.

2. **Choose what to pull**
   Pick the **Provider** and the **Sync Type**. With **Import Payroll Results**, enter a day of the month you want in **Payroll Month**.

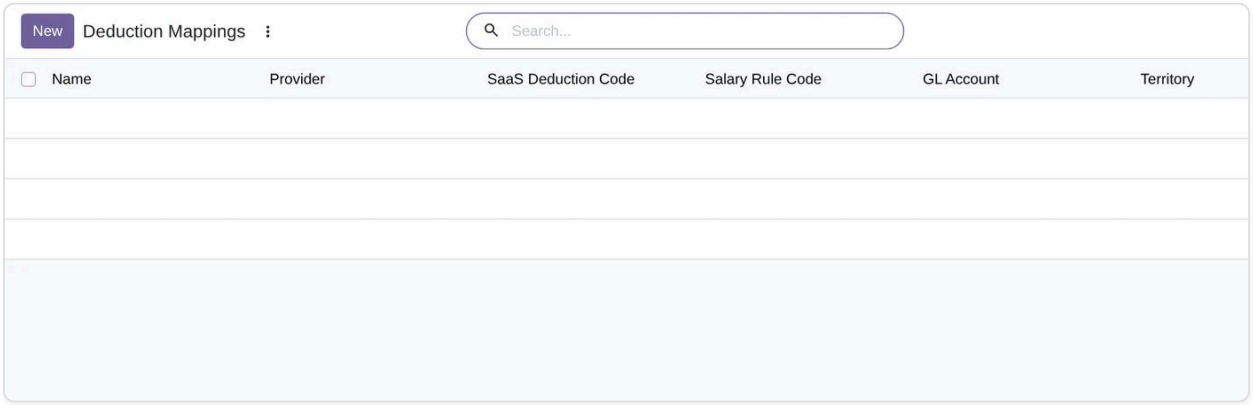
3. **Press Execute Sync**
   When it finishes, the wizard says which record it left and what state it ended in, and **View Sync Log** opens that record.

What each platform brings for a month

Factorial	The payroll batches for the month that Factorial considers finished, with their results per concept.
PayFit	The payslips for the month, only if PayFit considers the month closed, and the French payroll journal if you ticked the option on the connection.
Personio	Each person's pay components for the month.

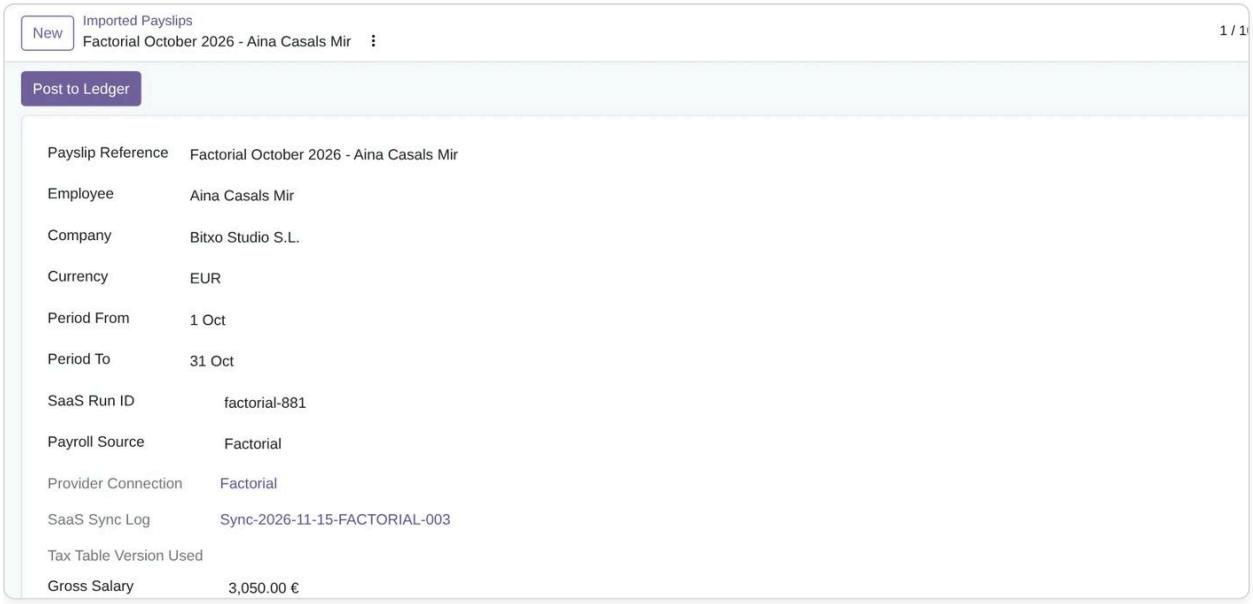
> You can repeat the same month: payslips not yet posted are updated with what the platform sends, and those already posted are left alone.

10 From imported payslip to journal entry



- **Real Odoo 20 screenshot.** The **Deduction Mappings** list, still empty, with its columns **Name**, **Provider**, **SaaS Deduction Code**, **Salary Rule Code**, **GL Account** and **Territory**.

Payslips arrive on their own through the scheduled task **Payroll SaaS: import payroll results (Personio / Factorial / PayFit)**, which runs daily and is switched on by default. You find them in **EU Payroll Connectors › Imported Payslips**. You set up the accounts for each deduction yourself in **EU Payroll Connectors › Deduction Mappings**. When posting, the connector uses the active mapping for that code on that provider, without checking the territory or the dates.



- **Real Odoo 20 screenshot.** Aina Casals Mir's payslip with the **Post to Ledger** button at the top.

Post to Ledger	Posts the payslip. It is hidden when the payslip is already posted or when **Can Post to Ledger** is not ticked.
Can Post to Ledger	It is ticked automatically on Factorial payslips and on PayFit payslips with the French payroll journal: these are the ones that bring the full breakdown.
GL Posted	Ticked when the journal entry is done.
GL Posting	The generated journal entry.
GL Posted Timestamp	When it was posted.

How posting works

1. **Set up the deduction accounts**
   In **EU Payroll Connectors › Deduction Mappings** press **New** and fill in **Name**, **Provider**, **SaaS Deduction Code** (for Factorial, the concept id; for PayFit, the journal account number), **Salary Rule Code**, **GL Account** and **Territory**. The form does not label each field: they run one below the other, in this order.

2. **Open the payslip**
   Go to **EU Payroll Connectors › Imported Payslips** and open the one you want to post.

3. **Press Post to Ledger**
   The journal entry is created and validated, and the payslip is left with **GL Posted** ticked.

In Factorial one journal entry is produced per payslip. In PayFit France one journal entry is produced per month, covering all the unposted payslips in that batch, line by line from the PayFit payroll journal.

> It does not post if the provider is missing the accounts for wages, withholdings and net payable (and, with employer contributions, both social contribution accounts), if there is no general journal, if a PayFit journal code has no account, or if the PayFit journal does not balance. In those cases nothing is posted.

What journal entry is created

In Factorial, one journal entry per payslip. Gross salary is debited as wages and employer contributions as expense. Each employee deduction, the employer contribution liability and the net payable are credited. Each deduction goes to the account in its **Deduction Mappings** entry and, if it has none, to the provider's withholding account.

In PayFit France, one journal entry per month that groups all the unposted payslips in that batch. Each line of the PayFit journal carries a debit or credit on a French account. The account comes from the **Deduction Mappings** entry for the code and, if none exists, from the company account with that code.

When Post to Ledger appears and when it does not

The button is hidden in two cases: the payslip is already posted (**GL Posted** ticked) or it cannot be posted (**Can Post to Ledger** not ticked).

When posting is refused

MESSAGE	WHEN IT APPEARS
«Configure the wages, tax withholding, net payable (and, with employer contributions, employer expense and social contribution) accounts on the provider before posting.»	One of those accounts is missing on the payslip's provider.
«No general journal found for payroll GL posting.»	There is no general journal for the entry.
«PayFit …: no account for …. Add them in Deduction Mappings, or accounts with those codes. Nothing was posted.»	In PayFit, some journal code has no account.
«PayFit …: the payroll journal does not balance (debit …, credit …). Nothing was posted.»	In PayFit, the journal does not balance or has no lines.

Rules for Deduction Mappings

- Each deduction code can only have one mapping per provider and territory. Repeating the combination gives «A deduction code can only have one mapping per provider and territory».
- **Effective To** cannot be earlier than **Effective From**: if it is, you get «Effective To date must be after Effective From date.». The dates and territory are recorded, but when posting the connector uses the active mapping for that code on that provider without checking them.
- Unticking **Active** retires a mapping without deleting it.
- **Territory** offers **Spain**, **Germany**, **Austria** and **Multi-Country**.

Payslip fields

Net Reported by Provider	Ticked when the provider sends the net pay itself, as in the PayFit journal. Otherwise net is gross minus deductions.
Gross Salary, **Employee Deductions**, **Tax Withholding**, **Social Contributions**, **Employer Contributions** and **Net Salary**	The amounts the connector totals from the lines, by category. **Social Contributions** is always 0.
SaaS Run ID, **Payroll Source** and **Provider Connection**	Which run and which provider the payslip comes from.
SaaS Sync Log	The sync record that brought it in.
Tax Table Version Used	Empty on imported payslips: the provider does not send it.
The lines table	The detail of earnings and deductions.

Example with the figures shown on the screens

The payslip Factorial October 2026 - Aina Casals Mir from Bitxo Studio S.L. covers 1 to 31 October. It has gross pay of €3,050.00, employee deductions of €654.83, employer contributions of €950.07 and net pay of €2,395.17. In the payslip list, **GL Posted** shows whether it is already posted. With the accounts set and the **Post to Ledger** button visible, pressing it creates the journal entry: gross pay and employer contributions are debited, and each deduction, the employer contributions and the net are credited.

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11 The PDF report for each payslip

Each imported payslip can be printed as a PDF with **Payroll Compliance Report**, in your company's document format.

How to print it

1. **Open the payslips**
   Go to **EU Payroll Connectors › Imported Payslips**.

2. **Choose which**
   Open one payslip, or tick several in the list.

3 **Print**

Under **Print**, choose **Payroll Compliance Report**. If you have ticked several, you get a single PDF with all of them, one after another.

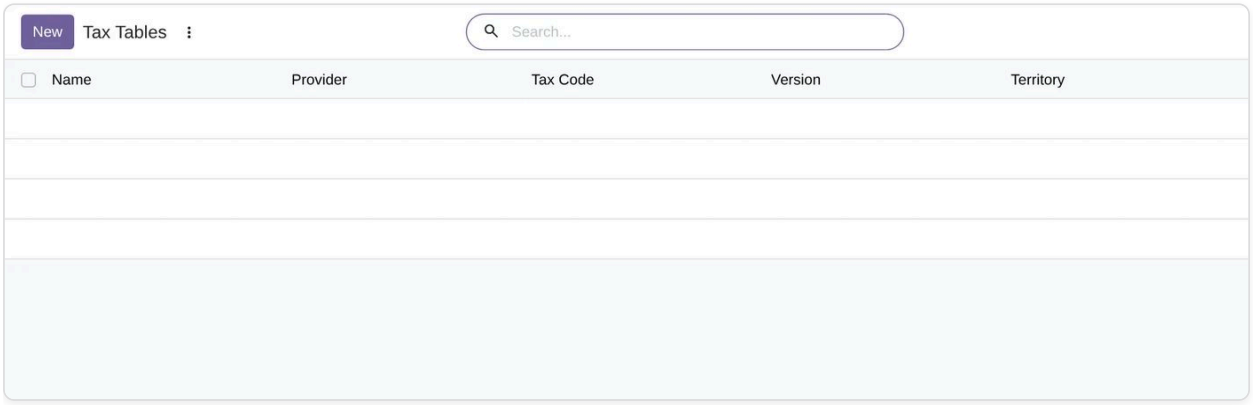
What the PDF contains

- At the top, the company, the employee, the period and the platform the payslip came from. The tax table version appears only if the payslip has one, and imported payslips do not carry it.
- A table with gross pay, withholding, social contributions, other employee deductions and net pay, in the company's currency.
- At the foot, a note stating which platform the payslip was imported from.

> The PDF does not include employer contributions or the payslip lines: those are on the payslip record. Social contributions show as 0, as on the record.

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12 Tax tables alongside the payslip



- **Real Odoo 20 screenshot.** The **Tax Tables** list with the columns **Name**, **Provider**, **Tax Code**, **Version**, **Territory** and **Tax Rate (%)**.

The tables don't come from any platform. You create them yourself with **New**, and each one is linked to a provider. A scheduled task, **Daily: Check Expired Tax Tables**, writes to the server log (not to Odoo) a warning for each active table that has already expired. It is off when the module is installed.

Fields of a tax table

Name	A name that helps you, for example "2026 German Lohnsteuer".
Provider	The provider the table belongs to.
Tax Code	The table code, for example SPAIN_IRPF_2026.
Version	The table version, so you can record which one you are using.
Territory	**Spain**, **Germany**, **Austria** or **Multi-Country**.
Tax Rate (%)	For a flat rate, such as 0.19 for 19%.

Tax Formula (JSON)	For progressive brackets: a JSON list with min, max and rate in each bracket, with the keys in double quotes.
Effective From	From when it applies. It is filled in with today's date.
Effective To	Until when it applies. Empty means the table has no end date.
Active	Checkbox that is ticked when the table is created.
Last Synced from Provider	Read only. The connector does not fill it in.
Source Version	Where the table comes from, for example the reference of the official bulletin.

Statuses

The table has no statuses of its own. It is active or not depending on the **Active** checkbox and its validity dates.

How to create a table

1. **Open the list**
   Go to **EU Payroll Connectors › Tax Tables** and click **New**.
2. **Fill in the required fields**
   Enter **Name**, **Provider**, **Tax Code**, **Version**, **Territory** and **Effective From**. The form does not show the name of each field: they appear one under another, in the order of the table above.
3. **Choose a flat rate or brackets**
   Enter the rate in **Tax Rate (%)** or the brackets in **Tax Formula (JSON)**.
4. **Save**
   Odoo checks the table when you save and warns you if something doesn't add up.

> Tax tables are for reference only: they are not applied to the payrolls imported.

When a table is in force

A table is in force between **Effective From** and **Effective To**. If you leave **Effective To** empty, the table has no end date. Clearing **Active** withdraws a table without deleting it. The task **Daily: Check Expired Tax Tables** writes to the server log (not to Odoo) a warning for each active table whose validity has ended. It is off when the module is installed. None of these dates changes a payroll: tax tables are not applied.

Rules on saving

Odoo rejects the table in these cases and shows the message exactly as it is.

MESSAGE	WHEN IT APPEARS
"Tax code/version must be unique per provider and territory"	Another table already exists with the same **Tax Code** and **Version** for that provider and that territory.
"Effective To date must be after Effective From date."	**Effective To** is earlier than **Effective From**.

MESSAGE	WHEN IT APPEARS
"Tax rate must be between 0 and 1 (0-100%)"	**Tax Rate (%)** is less than 0 or greater than 1.
"tax_formula must be a JSON array of bracket objects"	**Tax Formula (JSON)** is valid JSON, but it is not a list of brackets.
"Each bracket must have 'min', 'max', 'rate' fields"	Some bracket is missing its minimum, maximum or rate, named min, max and rate.
"tax_formula must be valid JSON"	The text in **Tax Formula (JSON)** is not valid JSON.

Flat rate or brackets

The flat rate goes in **Tax Rate (%)** as a fraction of one: 0.19 is 19%. For progressive brackets, use **Tax Formula (JSON)** with a list of brackets, each with min, max and rate. The field help shows an example with the keys without quotes, and Odoo does not accept that ("tax_formula must be valid JSON"): write min, max and rate in double quotes.

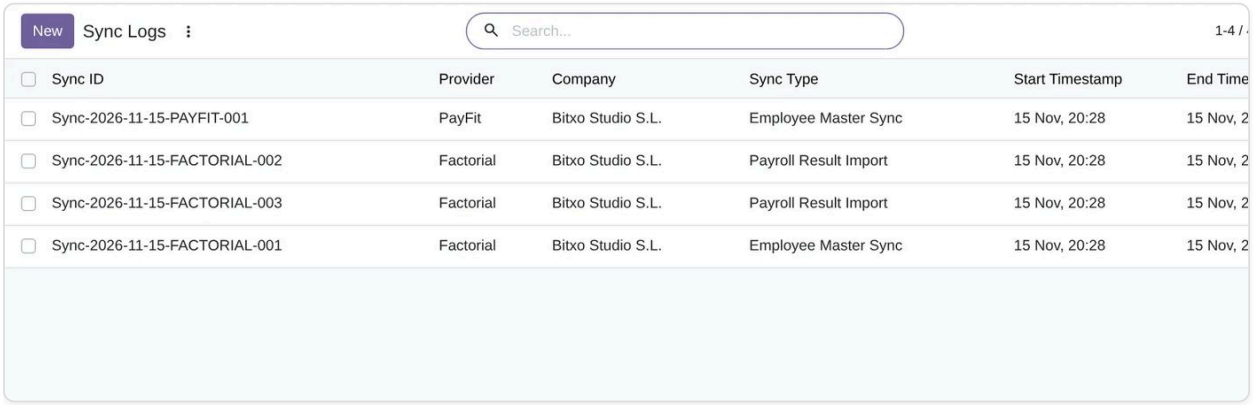
Record data

Last Synced from Provider is read only and the connector does not fill it in. **Source Version** is used to note where the table comes from.

End-to-end example

1. **Create the table**
   In **EU Payroll Connectors › Tax Tables** click **New**. Choose a provider, set **Territory** to **Spain** and a **Tax Code** such as SPAIN_IRPF_2026. Add the **Version** and **Effective From**.
2. **Define the rate**
   If it is a flat rate, enter the value in **Tax Rate (%)**. If it is brackets, enter the list in **Tax Formula (JSON)**.
3. **Save**
   If Odoo rejects the table, correct the data its message points to and save again.
4. **Close the validity period**
   When a new table comes out, fill in **Effective To** on the old one and clear **Active** once you no longer want it in view.

13 Sync log and retries

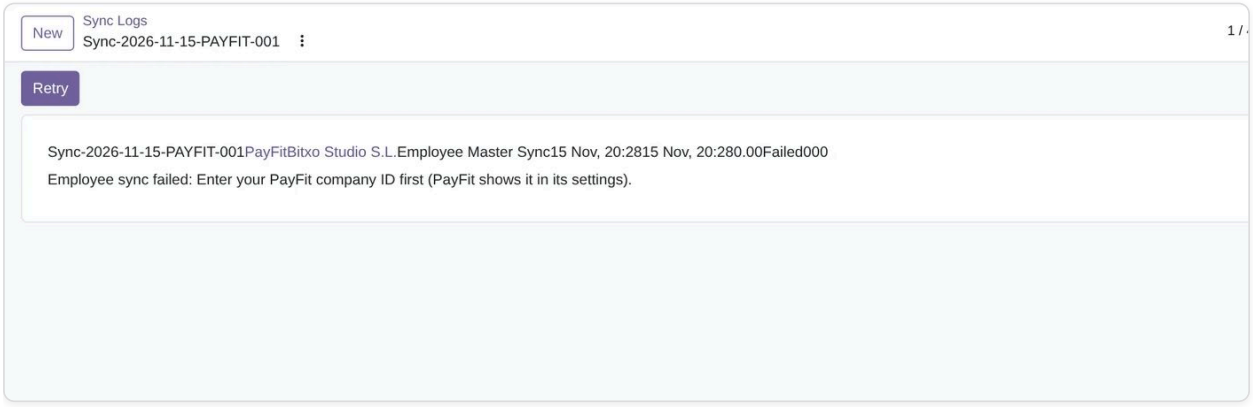


- **Real Odoo 20 screenshot.** The **Sync Logs** list with the four Factorial and PayFit syncs.

Where each record comes from

- The scheduled task **Payroll SaaS: import employees (Personio / Factorial / PayFit)** runs every day and is active.
- The scheduled task **Payroll SaaS: import payroll results (Personio / Factorial / PayFit)** runs every day and is active.
- The **Execute Sync** button in **Manual Payroll Sync**, under **EU Payroll Connectors › Run a Sync**, and the **Import Employees** and **Import Last Month's Payroll** buttons on the provider's form.

Open the list at **EU Payroll Connectors › Sync Logs**. Each row shows **Sync ID**, **Provider**, **Company**, **Sync Type**, **Start Timestamp** and **End Timestamp**. When you open one, the form shows its data without labels, one under another: the name, the provider, the company, the type, the month (for payroll ones), the start, the end, the duration in seconds, the status, the records processed, failed and skipped, and the error message. The connector creates two types: **Employee Master Sync** and **Payroll Result Import**.



- **Real Odoo 20 screenshot.** A **Failed** record with its error message and the **Retry** button.

Retry	Repeats the failed sync. The new attempt has its own record. It only appears when the status is **Failed**.
The error message	What failed, as returned by the provider or the connector.
The month	In a payroll import, the month that was requested: retrying imports that month again.

Statuses

Each record ends as **Success**, as **Partial Success** (some records were not imported) or as **Failed**.

How to repeat a failed sync

1. **Open the record**
   Go to **EU Payroll Connectors › Sync Logs** and open the record marked **Failed**.
2. **Read the error**
   The error message, at the end of the form, gives the cause.
3. **Fix the cause**
   For example, complete the data the message asks for on the provider's form.
4. **Click Retry**
   The sync runs again and creates a new record.

> Records cannot be deleted or edited: Odoo shows "Cannot delete immutable sync logs. Use soft-delete (mark anonymized) instead." and "Cannot edit immutable sync logs after creation.". **Retry** only works on **Failed** records: otherwise "Can only retry failed syncs." appears.

What each status means

Success	It finished without errors.
Partial Success	It finished, but not all records were imported.
Failed	It did not finish. It keeps the error message and is the only status that allows **Retry**.

The three counters on the form (records processed, failed and skipped) start at zero.

What the record contains

The name (**Sync ID**) is generated automatically when the record is created, in the form "Sync-2026-11-15-PAYFIT-001": date, provider and number. The duration, in seconds, is calculated from the start and the end. All fields are read only.

Rules and conditions

- A record cannot be deleted: Odoo replies "Cannot delete immutable sync logs. Use soft-delete (mark anonymized) instead.".
- A record cannot be edited by hand: Odoo replies "Cannot edit immutable sync logs after creation.". Only the connector itself updates the status, the counters and the retries.
- **Retry** only appears if the status is **Failed**: a **Partial Success** cannot be retried.

End-to-end example

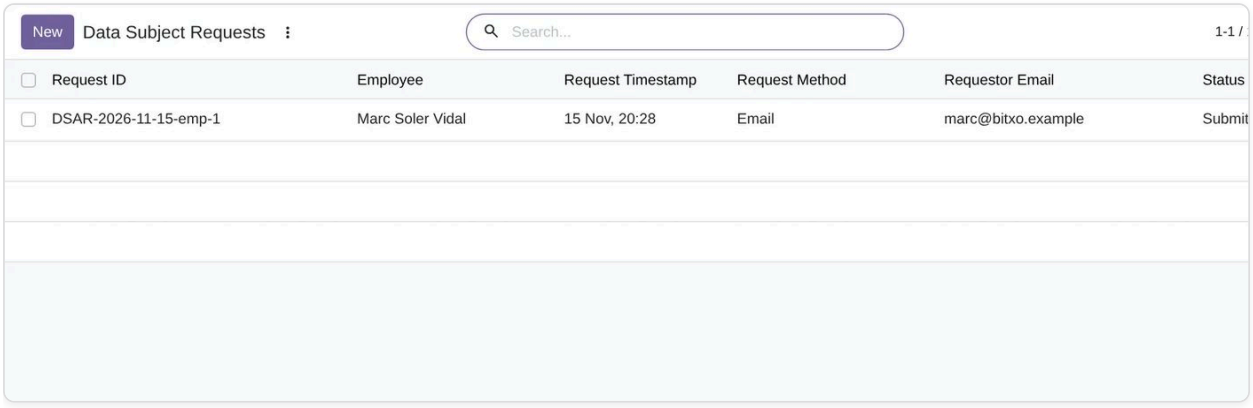
The list shows four records from 15 November. One is Sync-2026-11-15-PAYFIT-001, from PayFit at Bitxo Studio S.L., of type **Employee Master Sync**, in status **Failed**. Its error message is "Employee sync failed: Enter your

PayFit company ID first (PayFit shows it in its settings).". You open the PayFit provider record, fill in the PayFit company ID and go back to the record. You press **Retry**. The new attempt is stored in a separate record and the original keeps its error. Meanwhile, Sync-2026-11-15-FACTORIAL-002, of type **Payroll Result Import** and for September, appears with 8 records processed.

What is and isn't shown

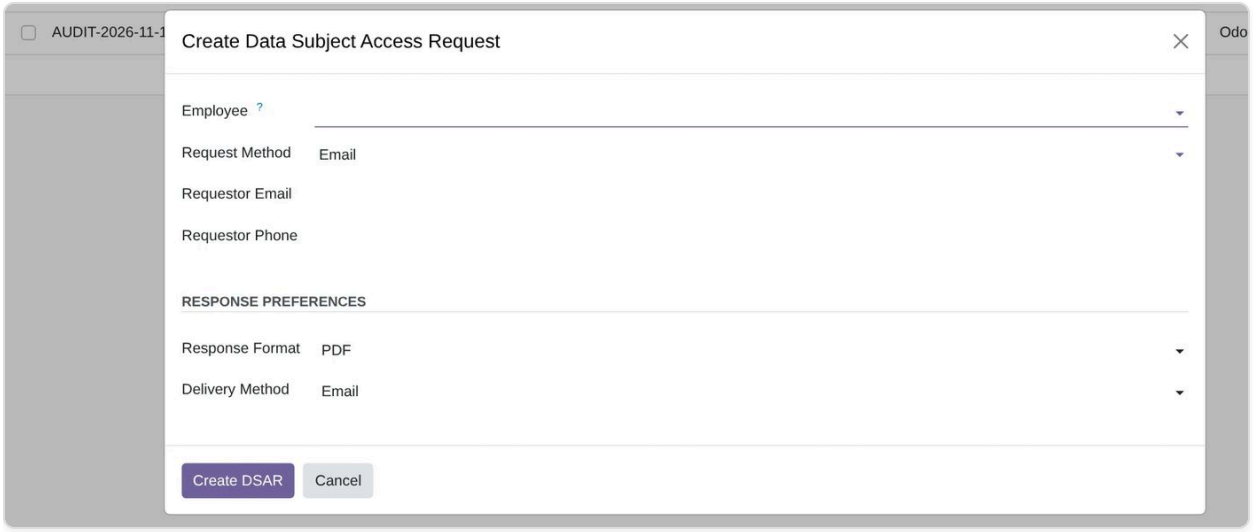
The list and the form show the provider, the company, the type, the month, the dates, the duration, the status, the counters and the error message. Other data the connector stores, such as the error trace, who launched the sync or the notes, does not appear on any screen.

14 GDPR access requests from employees



- **Real Odoo 20 screenshot.** The list of requests with one request in status **Submitted**.

Go to **EU Payroll Connectors › Data Subject Requests** to see the list. To create a request, use **EU Payroll Connectors › New Data Subject Request**. No scheduled task creates requests: a person records them. When they are created, the module gives them a **Request ID** and a deadline 30 days from that day. That date is the module's: the GDPR gives one month from receiving the request, extendable by a further two months if needed (Article 12.3), and one month is not always 30 days. Each request's record shows its data without labels, one below the other.



- **Real Odoo 20 screenshot.** The **Create Data Subject Access Request** wizard, with **Create DSAR**.

The request buttons

Verify Identity	Marks the requestor's identity as verified. It is hidden if they are already verified or if the request is closed or rejected.
Compile Data	Prepares a JSON attachment with what the module stores about the employee: their sync data, their imported payslips with their lines and their audit entries. The attachment goes out with **Send Response**; the request record does not show it. It is hidden when the compilation is already complete or if the request is closed or rejected.
Check Redaction	Marks the redaction as reviewed and notes it in the redaction notes: the export now only contains this employee's payslips and audit entries. It only appears once the data is compiled and the redaction is not yet completed.
Response Ready	Marks the response as prepared. It only appears once the redaction is completed.
Send Response	Places a message to the **Requestor Email** with the JSON attachment in the mail queue. It only appears when the response is prepared and not yet sent.
Close Request	Closes the request. It is hidden if the request is already closed or rejected.

Statuses

The request you create with the wizard starts in **Submitted**; **Verify Identity** moves it to **In Review** and **Close Request** to **Closed**. The **Status** list has other values, such as **Awaiting Data** or **Rejected**, which no button sets.

Steps

1. **Verify the identity**
   Press **Verify Identity**.
2. **Compile the data**
   Press **Compile Data**.
3. **Review the redaction**
   Press **Check Redaction**.
4. **Prepare the response**
   Press **Response Ready**.
5. **Send**
   Press **Send Response**: the email is queued and the time is recorded.
6. **Close**
   Press **Close Request** before the deadline.

> The response cannot be sent without verifying the identity, without compiling the data, twice, or on a closed or rejected request. The delivery-confirmed checkbox, the last one on the record, is ticked by you when the employee confirms they have received it.

Request statuses

STATUS	WHEN
Draft	If you create the request with **New** in the list view, without the wizard.
Submitted	When created with the **Create Data Subject Access Request** wizard. This is how Marc Soler Vidal's is in the list.
In Review	When you press **Verify Identity**.
Closed	When you press **Close Request**. No button is shown any more.
Awaiting Data, **Ready for Delivery**, **Delivered** and **Rejected**	They are in the **Status** list, but no button sets them.

Rules and conditions

- Reviewing the redaction without compiled data gives "Compile the data before reviewing redaction.".
- Marking the response ready without a reviewed redaction gives "Check the redaction before marking the response ready.".
- Sending without a verified identity gives "Verify the identity of the requestor before sending them personal data.".
- In your Odoo, the employees remain (with whatever the platform sends: name and email and, depending on the platform, mobile, date of birth and identity document), the imported payslips with their lines and, with PayFit, the PDF of each payslip. The module does not delete them on its own.
- Sending without compiled data or attachments gives "Compile the data before sending the response.".
- Sending twice, without the response prepared, or on a closed or rejected request gives "The response is sent once, after «Response Ready», and not on a closed or rejected request.".

Record fields

Request ID and **Request Timestamp**	Set by the module and not editable. The record shows these data without a label, one below the other.
Employee	Required.
Requestor Email	Required: it is where the response is sent.
Identity Verified, **Verification Method** and **Identity Verification Timestamp**	They record the verification. The module does not verify anything by itself: **Verify Identity** notes that you have done it, and you choose the method (**Email Confirmation**, **Phone OTP** or **Tax ID Match**).
Data Compilation and **Redaction Status**	Values: **Pending**, **In Progress** and **Completed**.
Redaction Notes	Redaction notes. **Check Redaction** adds its own: that the export only contains this employee's data.
Response Format and **Delivery Method**	Format **PDF**, **CSV** or **ZIP**; delivery by **Email**, **Secure Link** or **Postal**. They are recorded, but the response always goes out the same way: a JSON attached to an email.
SLA Met	Ticked if the request was closed at most 30 days after it was registered.

Response Sent Timestamp and Closure Timestamp	Time of sending and of closure.
Admin Notes	Internal notes.

The creation wizard

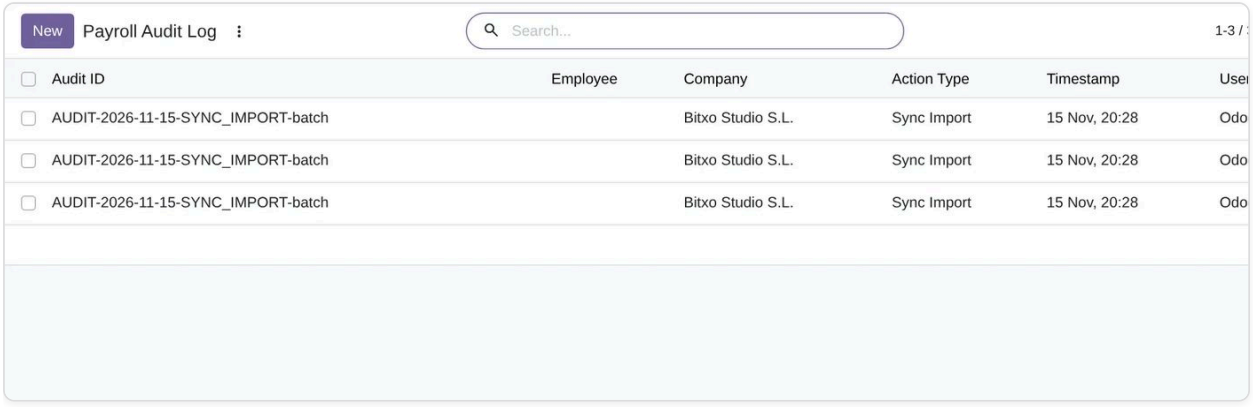
Create Data Subject Access Request asks for **Employee**, **Request Method** (default **Email**; also **Web Form** and **Phone**) and **Requestor Email**. Under **Response Preferences** you note the **Response Format** and **Delivery Method**. **Create DSAR** creates the request and opens it.



- **Real Odoo 20 screenshot.** The request with the **Verify Identity**, **Compile Data** and **Close Request** buttons.

Audit log

In **EU Payroll Connectors › Audit Log**, each import that brings data leaves an entry of type **Sync Import**, with the company, the date, the user and how many records it brought. Entries cannot be edited or deleted.



- **Real Odoo 20 screenshot.** The **Payroll Audit Log** list with three **Sync Import** entries.

> The scheduled task **Daily: Anonymize Expired Audit Logs (GDPR Art. 17)** is switched off and today has nothing to anonymise: the connector does not set a retention date on any entry.

End-to-end example

Marc Soler Vidal asks by email for his data from his address. The request is in **Submitted**, with a registration date of 15 November at 20:34 and his deadline on 15 December, 30 days later. You verify the identity, compile the data, review the redaction, prepare the response, send it and close the request before that date.

15 The data that goes and comes back

DATA	DIRECTION	WHEN
Employees: name and email; with Factorial, also mobile, date of birth and identity document; with PayFit, date of birth	From Personio, Factorial and PayFit to Odoo	With the **Payroll SaaS: import employees (Personio / Factorial / PayFit)** task, each day, or with the **Import Employees** button
Payroll results for the month: lines with code, name, category and amount	From Personio, Factorial and PayFit to Odoo	With the **Payroll SaaS: import payroll results (Personio / Factorial / PayFit)** task, each day, or with the **Import Last Month's Payroll** button
PDF of each PayFit payslip (stored in Odoo as an attachment) and, if you tick the option, the French payroll journal	From PayFit to Odoo	With the payroll import, each day, or with the **Import Last Month's Payroll** button
Connection check: authenticates and reads one record	From Odoo to Personio, Factorial and PayFit	With the **Test Connection** button
Credential: the Factorial or PayFit API key, or the Personio client ID and secret	From Odoo to FlexigoTech Cloud	Once, when saving the connection; the credential is stored in FlexigoTech Cloud and not in Odoo

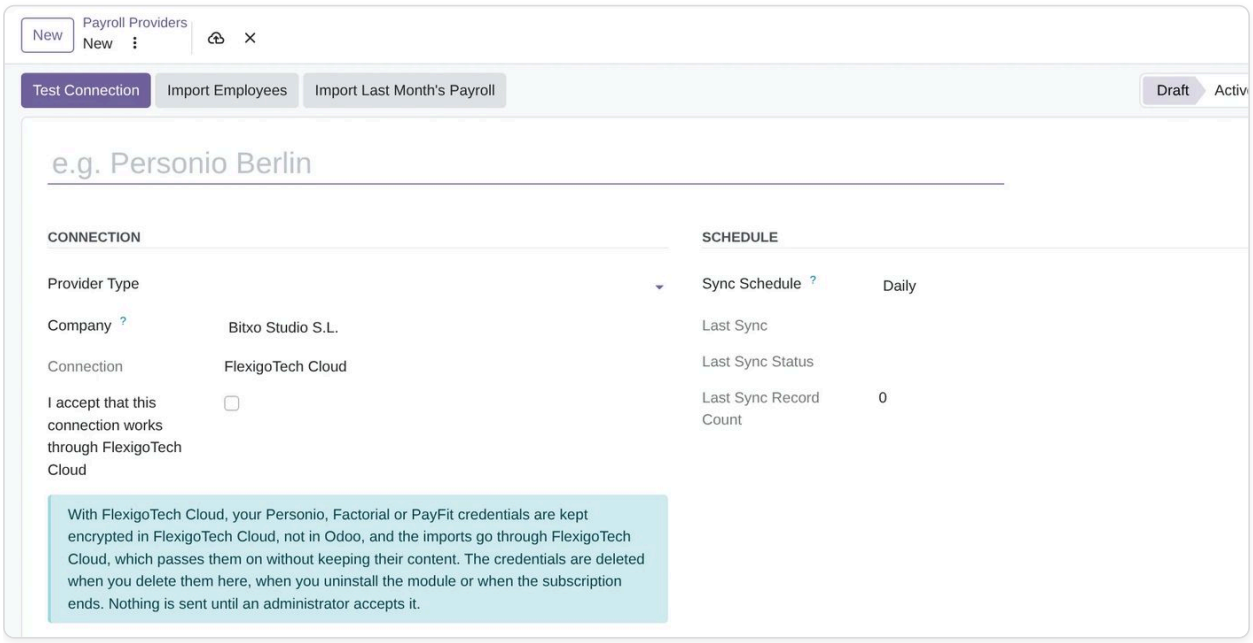
Calls go through FlexigoTech Cloud. Connections work like this: the credential is stored encrypted in FlexigoTech Cloud, not in Odoo, and each import goes through there to Personio, Factorial or PayFit. FlexigoTech Cloud passes the calls on without storing their content. The credential is deleted when you remove it from the connection, when you uninstall the module, or when the subscription ends. A FlexigoTech Cloud subscription is required, with a 14-day free trial and no card needed: without a trial or subscription, the connector does not talk to the platform.

16 What happens automatically

TASK	FREQUENCY	WHAT IT DOES
Payroll SaaS: import employees (Personio / Factorial / PayFit)	Every day, on	Imports into Odoo the employees from the connections set to **Active** that are due that day according to their **Sync Schedule**.
Payroll SaaS: import payroll results (Personio / Factorial / PayFit)	Every day, on	Imports the payroll for last month and the current month. Payroll that has not yet been posted to the ledger is updated by the new import.
Daily: Anonymize Expired Audit Logs (GDPR Art. 17)	Every day, off	Anonymises the audit log entries whose retention date has passed. The connector does not set that date on any entry, so today it anonymises nothing.
Daily: Check Expired Tax Tables	Every day, off	Writes to the server log (not to Odoo) a warning for each active tax table that has already expired.

The frequencies are changed in **Settings › Technical › Automation › Scheduled Actions**, with developer mode enabled. You can also find there the two tasks that are off, to turn them on.

17 The connection options and their defaults



- **Real Odoo 20 screenshot.** The form of a new provider, with the **Connection** group and the FlexigoTech Cloud acceptance checkbox.

OPTION	ON CREATION	WHAT IT DOES
Connection	**FlexigoTech Cloud**	States the route the connection takes: through **FlexigoTech Cloud**. It cannot be changed.
I accept that this connection works through FlexigoTech Cloud	Unticked	It must be ticked before the credentials can be saved. Without it, nothing is sent or stored.
Sync Schedule	**Daily**	Sets when the scheduled tasks synchronise this provider: **Daily**, **Weekly** or **On-Demand Only**.
Day of Week	Empty	Sets the day of the week, from **Monday** to **Sunday**, for the weekly schedule.
Auto-Post GL Entries	Off	If you turn it on, at the end of each import the payroll that can be posted is posted automatically: one journal entry per payroll in Factorial and one per month in PayFit France.
GL: Wages Expense	Empty	Wages expense account.
GL: Income Tax Withheld	Empty	Account for the withholdings. It also receives each employee deduction that has no account of its own in **Deduction Mappings**.
GL: Social Contributions	Empty	Liability account where the employer contributions are credited.
GL: Employer Contributions Expense	Empty	Expense account for the employer contributions.
GL: Net Salaries Payable	Empty	Account for net salaries payable.
Import PayFit payroll journal (France)	Off	PayFit only: also downloads the monthly payroll journal in CSV. PayFit offers it only to French companies.

The name, the **Provider Type** and the **Company** are chosen when the record is created. The status starts at **Draft**: scheduled syncs only run once you set it to **Active**. If you set the record to **Inactive**, it is deactivated. A connection cannot change route once created.

What is done by hand

TAB OR GROUP	BUTTONS
Form header	**Test Connection**, **Import Employees** and **Import Last Month's Payroll**.
Connection group	**Check**, which shows what FlexigoTech Cloud has stored without displaying the credential, and **Delete my credentials from FlexigoTech Cloud**, which only appears if credentials are stored. Both are for administrators.

The other parts of the form store the following.

Connection group	Stores the Factorial or PayFit API key, or the Personio client ID and client secret. They are sent once, encrypted, to FlexigoTech Cloud, and Odoo does not keep them. The only thing you see is the date they were saved, in **Saved in FlexigoTech Cloud on**. If you do not enter both values for Personio, the message reads "Enter both the Personio client ID and client secret: nothing was sent."
PayFit Company ID	PayFit only, and mandatory: you enter it yourself, because the connector can't read it from PayFit through FlexigoTech Cloud.
Schedule group	Stores when the connection synchronises and, for the weekly schedule, the day of the week. It defaults to **Daily**.
Ledger posting (Factorial payroll results) group	Stores the ledger accounts and the automatic posting checkbox. All accounts start empty.
Last result	The date of the last sync, its status (**Success** or **Failed**), how many records it brought in and its error. These are read-only.
Notes	At the bottom of the form, a free-text box for whoever manages the connection.

> While the acceptance checkbox is unticked, nothing is sent or stored: the message reads "Accept first that this connection works through FlexigoTech Cloud: nothing was sent and nothing was saved." If a connection has credentials stored, you cannot change its platform type until you delete them.

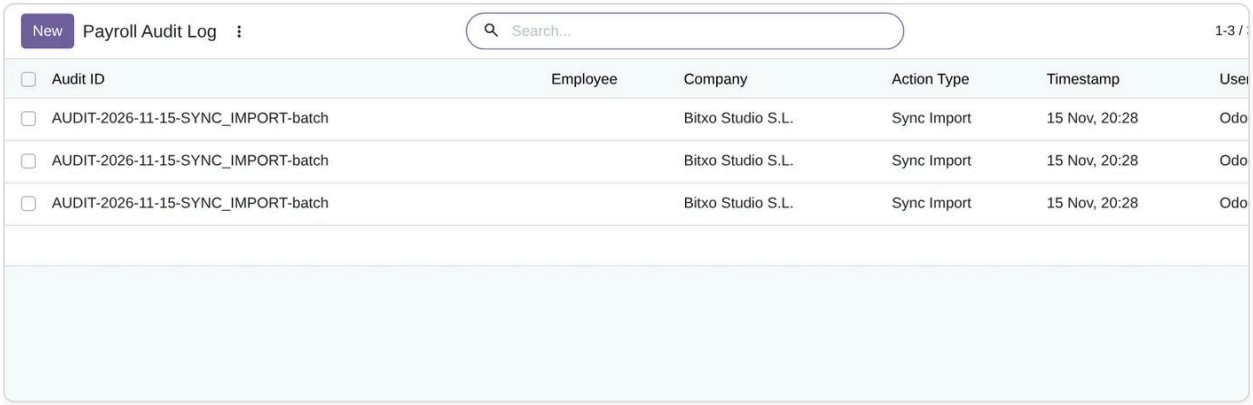
> The credentials are deleted from FlexigoTech Cloud when you delete the connection in Odoo.

18 Security and personal data

- The connections go through **FlexigoTech Cloud**. The Factorial or PayFit key, or the Personio client ID and secret, are sent once, encrypted, to FlexigoTech Cloud, and your Odoo does not store them.
- Only an administrator can see and fill in the credential fields. Odoo shows in **Saved in FlexigoTech Cloud on** when they were saved.
- Before anything is sent, an administrator ticks the **I accept that this connection works through FlexigoTech Cloud** checkbox. If it is not ticked, Odoo neither sends nor stores anything and warns: "Accept first that this connection works through FlexigoTech Cloud: nothing was sent and nothing was saved."
- Imports go through FlexigoTech Cloud, which forwards them without storing their content.
- The credentials are deleted when you press **Delete my credentials from FlexigoTech Cloud** (administrator-only button), when you delete the connection, when you uninstall the module, or when the subscription ends.
- If a connection already has credentials stored, you cannot change its provider type until you delete them. Odoo prevents it with "This connection has credentials saved in FlexigoTech Cloud: an administrator deletes them first. Nothing was changed."
- From your Odoo, the credential for each connection and the employee and payroll import calls leave for FlexigoTech Cloud.
- Before sending personal data to whoever requests access to it, their identity must be verified: otherwise Odoo warns "Verify the identity of the requestor before sending them personal data."

History and audit

Each import that brings in data leaves an entry in the audit log (**Sync Import**), with the company, the platform, the date, the user and how many records it brought in. Those from scheduled tasks appear under OdooBot, but are recorded against the company of the connection that made them. The scheduled task **Daily: Anonymize Expired Audit Logs (GDPR Art. 17)** is off and today has nothing to anonymise: the connector sets no retention date on any entry.



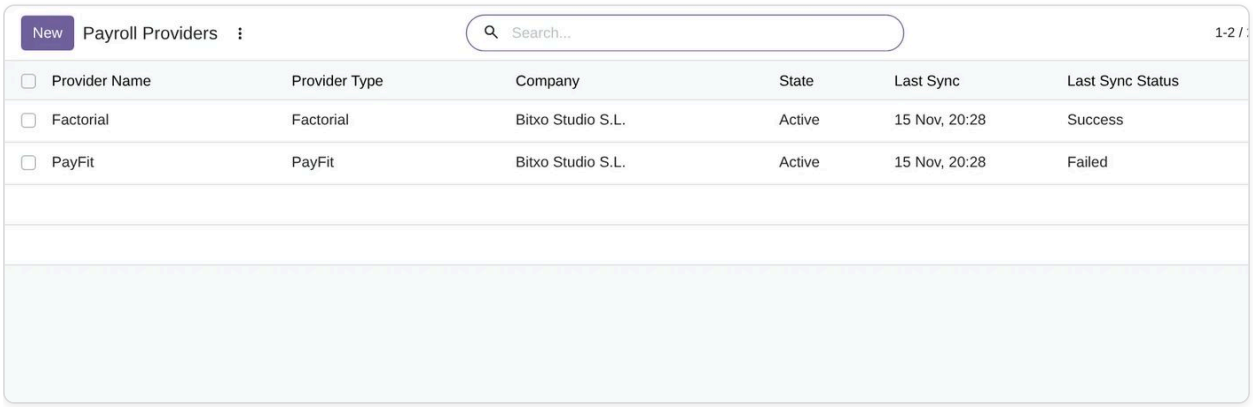
- **Real Odoo 20 screenshot.** The audit log with the entries from a sync.

19 Several connections and several companies

Each provider is created in **EU Payroll Connectors › Providers**, with its type and the company it belongs to. Each connection calls with its own credential: never with another provider's or another company's. These credentials are stored in FlexigoTech Cloud, one per connection.

The number of accounts allowed depends on the subscription: up to 3 with the Standard plan and up to 10 with the Pro plan.

The data of different companies is not mixed. The audit entries of a sync are recorded against the company of the connection that made it, even if a scheduled process runs it. If you move a connection to another company, Odoo checks again that you have permission over the new one, so that a user of one company cannot pass a connection and its credential to another.



- **Real Odoo 20 screenshot.** The list of providers with Factorial and PayFit for the same company.

20 If something fails

No trial or subscription	The connections go through **FlexigoTech Cloud**. Without the trial or the subscription, the connector does not talk to Personio, Factorial or PayFit. Check the status of your subscription in the FlexigoTech Cloud block of the general Odoo settings.
You have not accepted the use of FlexigoTech Cloud	Tick **I accept that this connection works through FlexigoTech Cloud** on the connection and save. While it is not ticked, Odoo replies "Accept first that this connection works through FlexigoTech Cloud: nothing was sent and nothing was saved."
Incomplete credentials	For Personio you need **Client ID for FlexigoTech Cloud** and **Client Secret for FlexigoTech Cloud**; if one is missing, the message reads "Enter both the Personio client ID and client secret: nothing was sent." For Factorial and PayFit, **API Key for FlexigoTech Cloud** is used. The date in **Saved in FlexigoTech Cloud on** shows when they were saved.
You cannot see or change the credentials	Only an Odoo administrator can see and fill in those fields. If the connection already has credentials stored, you cannot change its **Provider Type** until you delete them with **Delete my credentials from FlexigoTech Cloud**.
A payroll is not posted	If the payroll does not bring the full breakdown, as with Personio, **Post to Ledger** does not appear. With Factorial, check that the provider has its accounts set; with PayFit France, that each journal code has its account in **Deduction Mappings** or an account with that code.

You do not know what the platform replied	Open **EU Payroll Connectors › Sync Logs**. Each sync stores its result and, if it failed, the error message and the **Retry** button.

If FlexigoTech Cloud rejects a call from a scheduled task, that sync is treated as a pause: no record of it is kept, it is not marked as failed, and FlexigoTech Cloud is notified. If the rejection concerns the whole database, no further cloud calls are made in that run. If it concerns only one connection, the others continue.

Other messages you may see

"Accept first that this connection works through FlexigoTech Cloud: nothing was sent and nothing was saved."	Tick the acceptance checkbox on the connection and save again.
"Enter both the Personio client ID and client secret: nothing was sent."	Fill in both Personio details and save.
«Enter your PayFit company ID first (PayFit shows it in its settings).»	Copy the company identifier from the PayFit settings into the connection, then import again.
«This connection has no credentials saved in FlexigoTech Cloud. An administrator saves them in this connection. Nothing was sent.»	An administrator saves the credentials in the connection.
«No Odoo employee is linked to ... employee .... Run the employee sync first.»	Import that platform's employees first, then import the payroll again.
«Configure the wages, tax withholding, net payable (and, with employer contributions, employer expense and social contribution) accounts on the provider before posting.»	Fill in those accounts on the connection before posting the payroll.
«Could not reach ...: ...»	There was no response after three attempts. Check the connection and repeat the sync.

CONNECTOR GUIDE · PERSONIO, FACTORIAL & PAYFIT

21 Other ways to do it

OPTION	WHAT IT INVOLVES
By hand, from the Personio, Factorial and PayFit dashboards	You log into each platform's dashboard, pull the data and copy it into Odoo. The work is repeated every month, and payroll has to be taken to accounting by hand.
Odoo alone	In the Odoo 20 code, Community and Enterprise, there is no module named Personio, Factorial or PayFit and no manifest that names them (search run 16-11-2026).

OPTION	WHAT IT INVOLVES
This connector	It brings in employees with the import employees button, by hand or on a daily or weekly schedule. It brings in the month's payroll and posts Factorial payrolls and the PayFit payroll journal in France. It requires a FlexigoTech Cloud subscription, which stores your platform key and runs the imports. From €49 a month, excluding VAT.

If you are coming from another tool, earlier months are brought in one at a time with the **Manual Payroll Sync** wizard, in **EU Payroll Connectors › Run a Sync**: you choose the month and import it.

22 Plans and pricing

€9

License per Odoo version.

+ FlexigoTech Cloud

STANDARD

€49/month

or €490 a year

- First response within 1 working day
- Up to 3 accounts

PRO

€98/month

or €980 a year

- First response within 4 working hours
- Up to 10 accounts
- Video call if needed

14-day trial, no card **Prices exclude VAT**

The module license is per Odoo version. FlexigoTech Cloud is paid monthly or yearly, and the 14-day trial does not ask for a card. With Standard, up to 3 connections; with Pro, up to 10.

23 Frequently asked questions

What does the connector do?

It brings employees and payrolls from Personio, Factorial or PayFit into Odoo. Factorial payrolls and the PayFit France payroll journal are posted as a validated journal entry.

Does it work without FlexigoTech Cloud?

No.

How long is the trial and is a card needed?

The trial lasts 14 days and does not ask for a card. If you do not subscribe at the end, the service stops and nothing is charged.

Does it work on Odoo Online?

No. Odoo Online does not allow third-party modules to be installed.

Does it need Odoo Enterprise?

No. It works on Odoo Community and does not need Odoo Payroll. It depends on the base employee, accounting, web and messaging modules, and on the FlexigoTech Cloud module.

Which Odoo versions does it work with?

There are branches for Odoo 17, 18, 19 and 20.

Which platforms are supported?

Personio, Factorial and PayFit. Each connection to one of them is a provider, which you add in **EU Payroll Connectors › Providers**.

How many accounts does each plan allow?

Up to 3 with the Standard plan and up to 10 with the Pro plan.

How much does it cost?

The module license costs €9 per Odoo version. FlexigoTech Cloud is paid separately: the Standard plan costs €49 a month or €490 a year, and the Pro plan €98 a month or €980 a year, excluding VAT.

What is the difference in support between the plans?

With Standard, the first reply arrives within 1 working day. With Pro it arrives within 4 working hours and includes a video call if needed.

Where are my Personio, Factorial or PayFit credentials stored?

Encrypted in FlexigoTech Cloud, not in Odoo. They are deleted when you remove them from the connection, when you uninstall the module, or when the subscription ends.

Does FlexigoTech Cloud store my payrolls?

No. It passes the calls through to the platform without storing their content. The payroll data stays in your Odoo.

Who can enter the credentials?

Only an Odoo administrator, who must first tick the box **I accept that this connection works through FlexigoTech Cloud**. No one else can see the credential fields.

How often do employees arrive?

Every day, with the scheduled task **Payroll SaaS: import employees (Personio / Factorial / PayFit)**, which is active by default. With the **Import Employees** button you bring them in straight away.

How often do payrolls arrive?

Every day, with the task **Payroll SaaS: import payroll results (Personio / Factorial / PayFit)**, which is active by default. It imports the payrolls for last month and the current month.

Can I import the payrolls for a specific month?

Yes. In **EU Payroll Connectors › Run a Sync** you choose the provider, the sync type and the month, then click **Execute Sync**. With **Import Last Month's Payroll** you bring in the previous month.

Can I choose how often a connection syncs?

Yes. The **Sync Schedule** field offers **Daily**, **Weekly** or **On-Demand Only**, and the task only syncs connections in **Active** status.

What happens to the employees I already had in Odoo?

Each platform employee is matched with an Odoo one, first by their identifier, then by work email, then by identity document. If none matches, one is created.

Does it bring in payrolls from before I installed it?

Yes, month by month: in **EU Payroll Connectors › Run a Sync** you choose the month and import it. The scheduled tasks only bring in last month and the current month.

Does it calculate payroll?

No. Personio, Factorial or PayFit calculate it and Odoo receives the result.

Does it change anything in Personio, Factorial or PayFit?

No. Importing is one-way: the data goes from the platform to Odoo and not the other way round.

Are payrolls posted for all three platforms?

Only Factorial's, with **Post to Ledger**, and the PayFit payroll journal in France. Personio's payrolls and PayFit's payrolls outside France are imported, but not posted.

How is each deduction assigned to its accounting account?

In **EU Payroll Connectors › Deduction Mappings** you enter the deduction code, the salary rule code, the accounting account and the territory. When posting, the code and the provider are checked.

Which territories do the mappings and tables support?

Spain, **Germany**, **Austria** and **Multi-Country**. They are used for classification: they are not checked when posting.

Does it apply the tax tables to payrolls?

No. They are stored for reference and are not applied to the imported payrolls.

What happens if a sync fails?

The error is recorded in its entry in **EU Payroll Connectors › Sync Logs**, and the **Retry** button runs it again. The new attempt has its own log entry.

Can I delete sync logs?

No. Odoo replies "Cannot delete immutable sync logs. Use soft-delete (mark anonymized) instead." and they cannot be edited by hand either.

Does it include GDPR tools?

Yes. Requests for access to personal data are tracked in **EU Payroll Connectors › Data Subject Requests**, with a deadline 30 days ahead. The GDPR gives one month from receiving the request (Article 12.3).

Which scheduled tasks does it include and which are active?

It includes 4 scheduled tasks. The two import tasks, for employees and payrolls, are active. The other two, purging expired audit records and reviewing expired tax tables, are switched off.

Does it work with several companies?

Yes. Each provider belongs to a company and calls with its own credential, never with another provider's or another company's.

Will FlexigoTech set it up for me?

The module does not configure itself: you add the connection, the credentials and the accounts yourself. If you would like us to set it up with you, get in touch.

24 Glossary

Personio, Factorial and PayFit	The three payroll platforms the connector links to. They calculate the payroll and Odoo receives the result.
Provider	Each connection to Personio, Factorial or PayFit in Odoo. It is created and managed in the **EU Payroll Connectors › Providers** menu.
FlexigoTech Cloud	FlexigoTech's online service through which the connector's calls pass. It stores the platform credentials encrypted and forwards the imports without storing their content.
Free trial	The 14 days without a card of the FlexigoTech Cloud subscription. Without a trial or subscription, the connector does not talk to the platform.
Credentials	Personio's client ID and client secret, or the API key of Factorial or PayFit. They are sent once, encrypted, to FlexigoTech Cloud, and Odoo does not keep them.
Connection consent	The connection acceptance checkbox, with its text "I accept that this connection works through FlexigoTech Cloud". An administrator ticks it before saving the credentials.

Sync	A single pass importing data from the platform into Odoo, by hand or on a schedule. Each one leaves an entry in the sync log list.
Scheduled task	A process Odoo runs on its own at a fixed frequency. The connector includes four, two of them active on installation.
Import employees	Bringing the platform's employees into Odoo with the **Import Employees** button on the provider, matching them with those that already exist.
Imported payroll	The payroll result for a month that arrives from the platform, with gross pay, deductions, employer contributions, net pay and its lines. It is viewed in the imported payrolls.
Post	Creating the validated journal entry for a payroll with the **Post to Ledger** button. Only Factorial payrolls are posted one by one.
PayFit payroll journal	The monthly payroll summary that PayFit sends for France only. It is posted as a single journal entry per month.
Deduction mappings	The link between a platform deduction code and its ledger account in Odoo. You set it up in the **EU Payroll Connectors › Deduction Mappings** menu.
Tax table	A table with a flat rate or with brackets, kept for reference. It does not apply to imported payrolls.
Territory	The country a mapping or table refers to: **Spain**, **Germany**, **Austria** or **Multi-Country**.
Sync log	The record of each import, with its type, dates, status and the error message if it failed. It cannot be edited or deleted. You can see it in the **EU Payroll Connectors › Sync Logs** menu.
Retry	Repeat a failed sync from its log entry. The new attempt creates a log entry of its own.
Audit log	The history of the imports that brought in data, with company, date, user and number of records. You can see it in the **EU Payroll Connectors › Audit Log** menu.
Data subject access request (DSAR)	A request from an employee to receive the personal data the module holds about them. The module sets a 30-day deadline; the GDPR allows one month.
Anonymisation	Erasing the personal data of an expired record without deleting the record itself.

25 Checklist and contact

- [ ] You have Odoo 17, 18, 19 or 20 on Odoo.sh or on your own server, not on Odoo Online.
- [ ] You have an account with Personio, Factorial or PayFit and you can create its credentials: the Personio client ID and client secret, or the Factorial or PayFit API key.
- [ ] The module is installed and your user is an Odoo administrator.
- [ ] In **Settings**, under the **FlexigoTech Cloud** block, you have accepted the data that is sent and started the 14-day trial with no card.
- [ ] In the suppliers menu you have created the supplier with its type and its company.
- [ ] You have ticked the FlexigoTech Cloud acceptance box and saved the credentials. The date they were saved appears next to them.
- [ ] With PayFit, you have entered the **PayFit Company ID** and, for France, ticked the option to import the PayFit payroll journal.
- [ ] You have checked the sync schedule and set the supplier to **Active**.
- [ ] You have pressed **Import Employees** on the supplier and, in the sync log list, the import shows the status Success.
- [ ] You have set up the deduction accounts in the deduction mappings and posted a Factorial payroll with the **Post to Ledger** button.

If you would like us to set it up with you, get in touch. On the Pro plan, we can go through it on a video call if needed.

Email

To install it, set it up or for any question.
comercial@flexigotech.com

On the web

The connector page, with the guide and the prices.
flexigotech.com/en/eu-payroll-saas-connectors.html

On Odoo Apps

The module page on the Odoo store.
apps.odoo.com

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