

Palomar has NEW flu vaccine requirements, effective October 1st, 2025 - March 2026.

All students, regardless of whether you have received a date and clinical rotation, if you are planning on doing your externship at Palomar in November or later, you must have the flu vaccine documentation uploaded to Complio and cleared prior to October 31st, the deadline.

You may also sign the declination form, but it must be uploaded to Complio and cleared prior to your start date.

Please read the information provided by Palomar Hospital below and follow ALL of the instructions exactly as stated.

FROM THE STUDENT COORDINATOR OF PALOMAR:

On October 1st, 2025 students and on-site instructors who did not already have proof of receiving the flu vaccine for the 2025-2026 Flu Season in Complio will start to show as non-compliant in Complio because our Complio requirements are in alignment with the deadline for the flu vaccine that was proposed by the San Diego Nursing and Allied Education Consortium. However, Palomar Health's deadline is later, so **students may still attend their rotations if they're non-compliant for the flu category only during the month of October.** All cleared students and on-site instructors **must be compliant in Complio by October 31st**

- 2) **Completion of our declination form** (see attachment: "2023.06 – Student Annual Influenza Declination")
 - a. **Anyone who declines the flu vaccine must wear a mask at all times inside the facilities except when they're in a staff lounge or the cafeteria from November 1st, 2025 through March 31st, 2026**, unless the San Diego County Health Officer extends the flu season by written mandate
 - b. Must be added to the "Declination" item in the flu category in Complio and put the date the form was completed for the date in Complio

The Flu Category must be "Compliant" (green check mark) in Complio by October 31st, 2025 or the student/on-site instructor may not enter our facilities on November 1st, 2025 until they are re-cleared. As a reminder, just because a category/item has a green check mark in Complio, that doesn't mean that Palomar Health has reviewed/approved the document for compliance. If the flu documentation/declination were/are added to Complio after the last time Palomar Health "Approved" the Complio profile, Palomar Health will not be aware of that change and therefore has not reviewed/approved it. **Since students must demonstrate proof of vaccine directly to Employee Health to obtain a flu sticker (see below) there is no need to re-share the Complio profile after the proof of vaccination has been added if the profile was previously approved.** However, in mid to late October I will start pulling compliance reports from Complio for the flu category and will follow-up if students/on-site instructors are still non-compliant at that time.

Obtaining a Flu Sticker for ID Badge

Since masking is no longer required at all times inside our facilities, our Employee Health has implemented a sticker system to indicate who is not required to wear a mask inside the facilities during flu season. This means that students/on-site instructors **must provide documentation for their flu vaccine for the 2025-2026 Flu Season to our Employee Health as well to obtain the sticker by emailing it to EHforms@palomarhealth.org.** After the email is sent, students/on-site instructors may walk-in to Employee Health to obtain their flu sticker.

Q&A

Q: When must I be compliant in Complio for the Flu Category?

A: No later than October 31st, 2025

Q: Must I go to Employee Health to obtain a flu sticker?

A: If you wish to be able to not wear a mask inside our facilities during flu season, you must have the sticker from Employee Health on your ID badge

Q: It's the month of November and I'm not yet compliant in Complio for the flu category, may I still attend my rotation?

A: No, you must be compliant for the flu category in Complio to enter our facilities on or after November 1st.

All students are responsible for complying to clearance requirements. Students must meet clearance requirements at least 14 BUSINESS days prior to their start date.